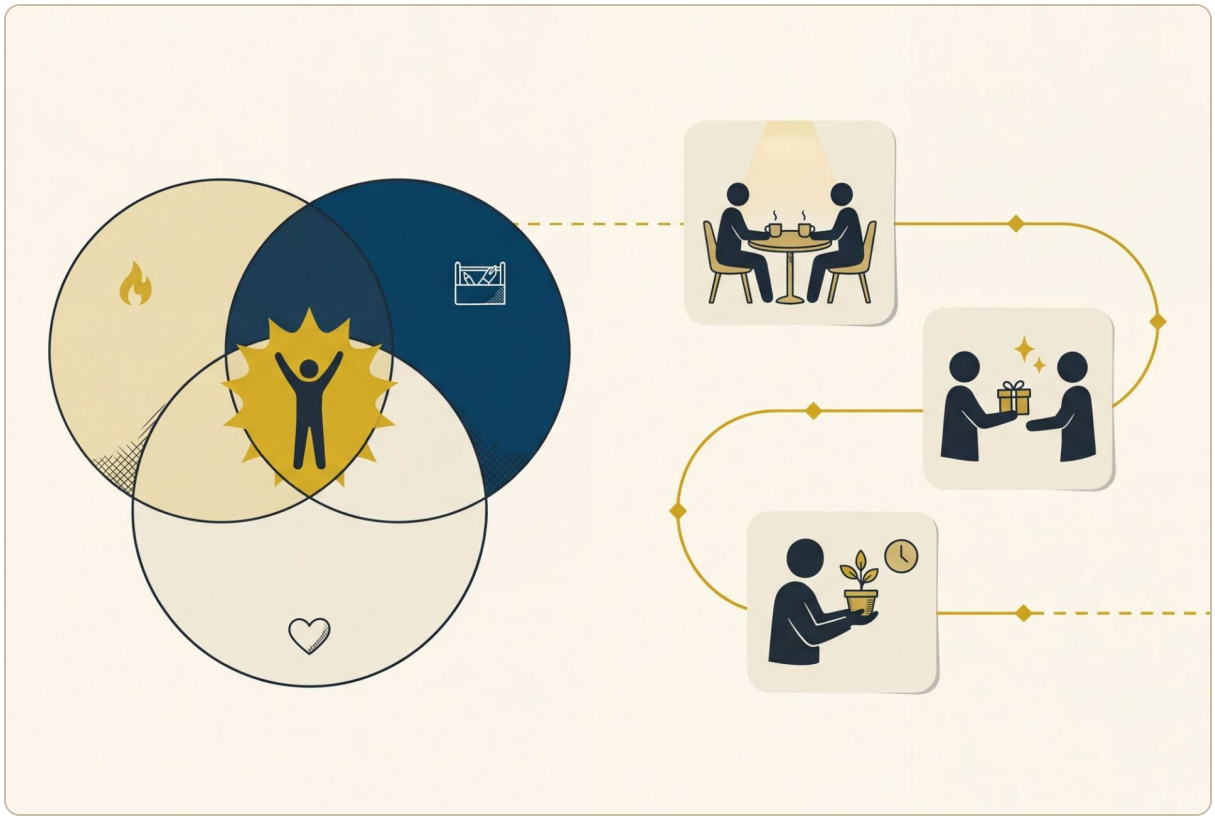
RHYTHM TWO · SERVING FROM YOUR GIFTS

Ministering.

If Maturing is the lifelong work of becoming more like Christ, **Ministering is the natural overflow of Christ's work in us.** God doesn't simply grow His children. He sends them to strengthen His body and bless the world. Every believer has received gifts from the Holy Spirit, and every believer has people God has uniquely placed around them. Ministering is where what God has placed *in* you begins to flow *through* you for the good of the people He has placed around you.

You were not saved simply to receive God's grace. You were also saved to become a channel of it.



Where Passion, Pain, and Proficiency meet: that is the sweet spot of your ministry.

WHAT'S INSIDE · HOW THIS DOCUMENT MOVES

01 **Understand** — Why every believer is gifted.

02 **Discover** — Passion, Pain, Proficiency.

03 **Serve** — Gathered, and scattered.

04 **Fruit** — What faithful service grows.

NEXT **Multiplying** — The third rhythm.

> *"For we are his workmanship, created in Christ Jesus for good works, which God prepared ahead of time for us to do."*
>
> EPHESIANS 2:10

Long before you discovered your ministry, **God had already prepared it.**

01 Understand

Why every believer is gifted.

What is God doing?

God has designed His church so that every believer contributes to its health and mission. **No Christian is unnecessary. No gift is insignificant.** The Holy Spirit gives different gifts to different believers according to His wisdom so that, together, the whole body reflects Christ.

> *"A manifestation of the Spirit is given to each person for the common good."*
>
> 1 CORINTHIANS 12:7

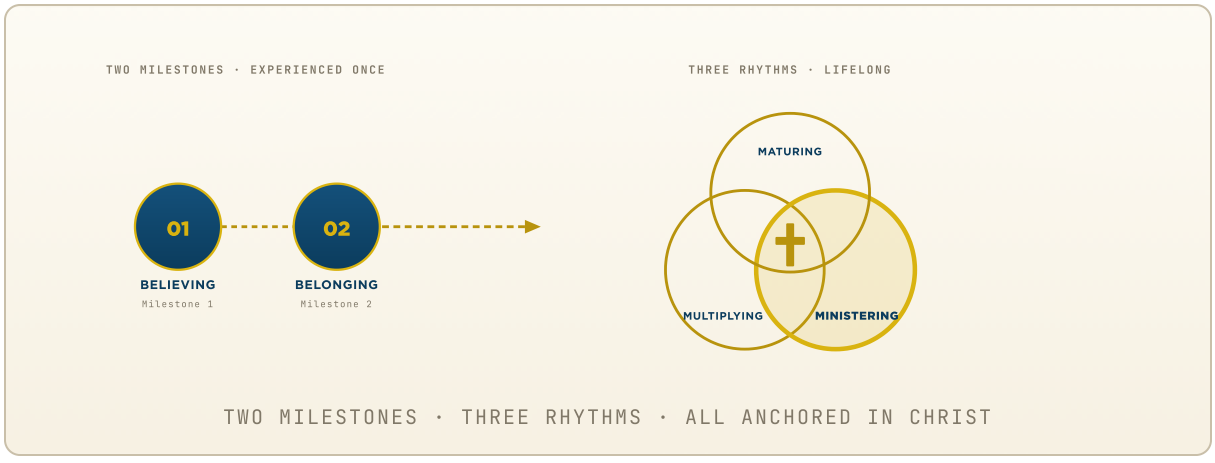
We do not choose our gifts. We receive them with gratitude and steward them faithfully for the good of Christ's body. The question is not whether you have been gifted. The question is *how God intends to use the gifts He has already given you.*

> *"...to equip the saints for the work of ministry, to build up the body of Christ."*
>
> EPHESIANS 4:11-12

Notice who does the ministry. Not just pastors. **The saints.** Every believer has direct access to God through Christ, and every believer has a meaningful place in His mission. Ministry is not reserved for pastors or church staff. Church leaders are called to *equip* God's people to do the work of ministry.

FROM MATURING

As God's Word takes root in a disciple's life, spiritual gifts begin to surface. The Holy Spirit shapes. The body recognizes. Then service naturally follows. **Ministering is not something extra we add to the Christian life.** It is the natural overflow of a life being transformed by Christ. The question now becomes: how do we discover the unique ways God has prepared each of us to serve?



Discovering your ministry

God rarely prepares a person for ministry overnight. Long before you recognize where you serve, God has already been preparing you. **He shapes your desires. He redeems your pain. He develops your abilities.**

Rather than beginning with a spiritual gifts inventory alone, we begin by paying attention to the ways God has already been at work in your life. At Ashe Alliance, we call this **PPP.**

P

Passion

What stirs your heart?

What can't you stop doing? What would you give your free time to without being asked or applauded? What needs do you naturally notice? Where do you find yourself saying, "Someone should do something about that"?

Passion is the Spirit's quiet pull on your affections: the people and needs that consistently draw you toward serving. God often plants holy desires long before He reveals how He intends to use them.

P

Pain

What has God redeemed?

Some of the ministries God uses most powerfully grow out of wounds He has faithfully healed. Your suffering may not define you, but it often equips you. The one who walked through grief can comfort the grieving. The one freed from addiction can walk beside those still seeking it. The couple whose marriage was restored can encourage struggling marriages.

God often redeems our deepest pain by allowing it to become someone else's hope.

P

Proficiency

How has God equipped you?

Every believer has received spiritual gifts from the Holy Spirit. God also develops skills, knowledge, and experience over a lifetime. Some teach. Some organize. Some encourage. Some build. Some lead. Some create. Some quietly serve behind the scenes.

The question isn't, "What am I good at?" It's, "How can what God has given me bless others?" Often, the people around us see these strengths before we do.

> *"He comforts us in all our affliction, so that we may be able to comfort those who are in any kind of affliction."*
> 2 CORINTHIANS 1:3-4

Your sweet spot · Passion, Pain, Proficiency

When your Passion, Pain, and Proficiency overlap, you often discover the place where God has uniquely prepared you to serve. This doesn't guarantee your final ministry, but it provides **a faithful place to begin.** God often reveals calling *while we are already serving*, not before we ever begin. That is the place where your ministry is most likely to be both fruitful and sustainable, inside the church and beyond it.

The PPP framework of Passion, Pain, and Proficiency is a simple way to connect your passions, your story, and your God-given abilities to meaningful ministry. Don't wait until you know exactly where you'll serve. **Start serving faithfully, and let God clarify your calling as you go.** Calling is usually discovered in motion, not in waiting.

Discerning your ministry together

God never intended us to discover our calling in isolation. **The Holy Spirit gives the gifts. The church recognizes them.** That's why one of the best ways to discover your ministry is simply to sit down with someone who knows you well and prayerfully talk through your story. Whether it's a friend, Life Group leader, mentor, pastor, or elder, invite someone into the conversation. They will often recognize God's work in your life before you do.

01 · PASSION

What stirs your heart?

- What kinds of people or needs consistently capture your attention?
- When do you lose track of time because you enjoy what you're doing?
- What do you find yourself wishing someone would do?

02 · PAIN

What has God redeemed?

- What season of life has God used most to shape you?
- What do you wish someone had done for you during that season?
- How might God use that experience to help someone else?

03 · PROFICIENCY

What are you good at?

- What do people consistently come to you for?
- What strengths do others see in you?
- How might your skills become a blessing to God's people?

The gifts God gives

Every believer receives spiritual gifts from the Holy Spirit, but few receive only one. Most believers discover that God has woven together several gifts that complement one another. Read through these examples slowly. Don't ask, *"Which one do I want?"* Ask, **"Which ones have others already seen in me?"**

> *"According to the grace given to us, we have different gifts."*
> ROMANS 12:6

Teaching
Helping people understand and apply God's Word with clarity and faithfulness.

Hospitality
Creating welcoming spaces where strangers become friends and friends become family.

Mercy
Moving toward people who are hurting with compassion, patience, and practical care.

Serving / Helps
Joyfully meeting practical needs behind the scenes so that others can flourish.

Leadership / Administration
Providing vision, organization, and direction that help people work together toward God's purposes.

Encouragement
Strengthening others through timely words that inspire faith, perseverance, and hope.

Giving
Generously stewarding personal resources to advance God's Kingdom and meet the needs of others.

Evangelism
Naturally building relationships with those far from Christ and clearly sharing the hope of the gospel.

Worship & the Arts
Using creativity to help people see the beauty, truth, and greatness of God.

These are not the only gifts described in Scripture, but they represent many of the ways God equips His people to build up the church and bless the world.

More than spiritual gifts. God also uses vocational skills, life experiences, education, craftsmanship, and everyday work in powerful ways (see Exodus 31). Don't overlook the abilities He has been developing throughout your life. **The purpose of every gift is not personal fulfillment but loving service.**

Need help? If you're still unsure where to begin, don't stay stuck. Talk with a pastor, elder, or mature believer who knows you well. You can also complete a free spiritual gifts assessment at gifts.churchgrowth.org, or download our *PPP Conversation Guide* at asheallliance.org/get-involved to continue the conversation together.

03 **Serve** *Gathered, and scattered.*

Where ministry happens

Ministry doesn't happen only on Sundays, and it doesn't happen only inside a church building. God calls His people to serve **both when we gather and when we scatter.** Some ministries strengthen the church family from within. Others carry Christ's love into homes, workplaces, schools, and neighborhoods. **Both matter.**

— Gathered

God gathers us to worship, encourage one another, and build up His church. Many believers discover part of their ministry through serving the gathered church on Sundays and throughout the week.



Welcome & Hospitality

GREETERS · USHERS · COFFEE BAR · FIRST-TIMER HOSTS

Helping every guest experience the warmth of Christ by creating an environment where strangers become family.



Kids & Youth

AAC KIDS (NURSERY–6TH GRADE) · AAC YOUTH (MIDDLE & HIGH SCHOOL)

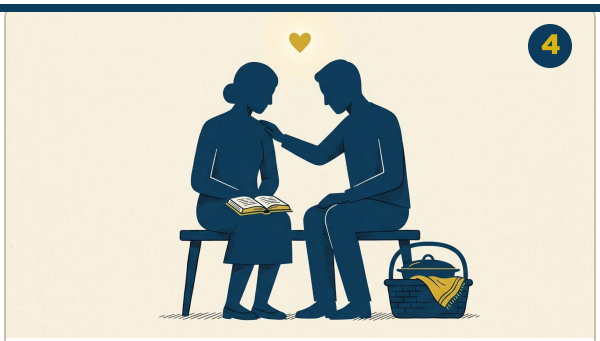
Investing in the next generation by teaching God's Word and walking alongside children and students.



Worship & Production

BAND · VOCALS · AUDIO & VISUAL · LIGHTING · LIVESTREAM

Using music and technology to help remove distractions and direct people's attention toward Christ.



Care & Prayer

PRAYER TEAM · CARE TEAM · HOSPITAL VISITATION · MEALS

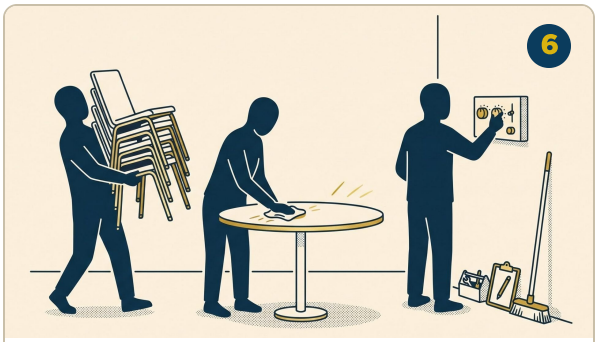
Serving people during life's hardest seasons through presence, prayer, meals, encouragement, and practical care.



Outreach & Missions

LOCAL MISSIONS · GLOBAL PARTNERS · SERVICE PROJECTS

Helping our church bring the gospel to Ashe County and to the nations through local partnerships and global missions.



Behind the Scenes

SETUP & TEARDOWN · KITCHEN · FACILITIES · COMMUNICATIONS

Faithfully serving in practical ways that make every other ministry possible.

Scattered

Not every ministry happens at church. In fact, most ministry happens where God has already placed His people. Teachers. Mechanics. Farmers. Nurses. Business owners. Parents. Students. God delights to use ordinary work, ordinary conversations, and ordinary faithfulness for extraordinary Kingdom purposes.

> *"See, I have called by name Bezalel... and I have filled him with God's Spirit, with wisdom, understanding, and ability in every craft."*
>
> EXODUS 31:1-5

Long before the New Testament church gathered, God filled craftsmen with His Spirit to build what served His people. **Your vocation is not separate from your ministry.** It is often one of the primary places God intends to use you.

We gather to worship. We scatter to minister.

What does scattered ministry look like?

God has already placed every believer in a unique mission field. For some, that mission field is the workplace. For others, it is a neighborhood, a local ministry, or a particular group of people who need the hope of Christ. Below are examples of places where members of Ashe Alliance can faithfully serve beyond the walls of the church. These are not the only opportunities; they are simply places to begin.

Caring for families in need

Pantry shifts, mobile meals, backpack programs for kids, household setup for families in crisis.

LOCAL · Ashe Outreach · Ashe Food Pantry

Homelessness & housing

Shelter volunteering, transitional housing support, rapid-rehousing case help, friendship and presence.

LOCAL · Ashe County Coalition for the Homeless

Addiction & recovery

Sponsoring, transportation, residential support, families-of-addicts groups. A vast Appalachian mission field.

REGIONAL · Freedom Farm Ministries (Boone) · Olive Branch Ministry · Celebrate Recovery

Crisis pregnancy & unwed mothers

Pregnancy resource centers, mentoring, baby-supply drives, post-abortion grief care. Showing up at the moment a family is forming.

REGIONAL/NATIONAL · Care Net · Heartbeat International

Foster care & adoption

Foster parenting, respite care, wraparound teams, adoption support, CASA volunteer work.

NC · Foster Connection NC · Baptist Children's Homes / Every Child · Agape of NC

Veterans

Peer support, family ministry, trauma-recovery mentoring, presence with men and women carrying invisible wounds.

NATIONAL · Mighty Oaks Warrior Programs · REBOOT Recovery

Prison & re-entry

Bible studies inside, mentoring, post-release housing and job help, care for families of the incarcerated.

NC · Prison Fellowship · JUMPSTART Prison Ministry · Crossroads (correspondence)

Refugees & immigrants

ESL tutoring, household setup, friendship, job-readiness, walking with newly-arrived families.

NC · World Relief Triad / Durham

Mental health

Peer-support groups, lay counselor training, stigma-free church culture, walking with families of the mentally ill.

NATIONAL · Fresh Hope for Mental Health · NAMI FaithNet

Marketplace & business as mission

Running a business as ministry: employing the marginalized, ethical commerce, kingdom investing, second-half career pivots into kingdom work.

The map is wide. The point is that **your ministry is bigger than a volunteer position.** It is wherever God has placed you to love people and make Christ known in Ashe County and to the nations.

How we help you discover yours · a seven-step walk

A simple, repeatable path for any member to find where their gifts and their life meet a place of service. Not a program to complete. A conversation to walk through, at your pace, with someone beside you.

1. **Pray.** One unhurried week of asking God to surface what He has already been stirring in you. *"Now if any of you lacks wisdom, he should ask God…"* (James 1:5).
2. **Inventory.** Take a spiritual gifts assessment: the free **ChurchGrowth.org survey** or Lifeway's works well. Then write one short page for each P: your Passion, your Pain, your Proficiency. Honest, not impressive.
3. **Conversation.** Sit with a trusted brother or sister in Christ for a 60-minute "calling conversation." This is meant to be peer-led: any maturing believer can hold it; that is exactly what the *PPP Conversation Guide* is designed for. Bring the inventory. They ask three questions: *Where do these three circles overlap? What is one inside-the-church next step? What is one outside-the-church next step?* Loop in a pastor or elder if leadership input would help.
4. **Taste test.** Commit to a short trial, 60 to 90 days, in one inside role and one outside role. Not a vow. A sample.
5. **Review.** Return to your conversation partner. What gave you life? What drained you? Where did God show up? What did others affirm?
6. **Commit.** Choose a primary ministry posture for the next year: likely one inside, one outside. The outside is often your *vocation lived missionally* rather than a second volunteer slot.
7. **Annual renewal.** Calling is not static. Revisit it every year: gifts deepen, seasons change, the body shifts.

And hear this from us as a body: we will never hand you a role just to plug a hole in a schedule. The point is you, not the slot. A misplaced disciple burns out; a well-placed one multiplies.

The fruit of Ministering

Ministry is not measured by titles, visibility, or how busy we become. It is seen in the quiet work of the Holy Spirit as He teaches us to faithfully serve others over time. The qualities below are the fruit God gradually grows in those who faithfully steward what He has given them.

RECOGNIZABLE FRUIT

- **They serve from their gifts, not from guilt.** They neither overestimate nor underestimate what God has entrusted to them (Romans 12:3). They joyfully serve where God has equipped them.
- **Service becomes life-giving.** Ministry is sometimes tiring, but faithfully serving where God has gifted you fills the soul even when it exhausts the body.
- **Others recognize their contribution.** The church sees them as a blessing. Brothers and sisters are uplifted because they serve faithfully.
- **They serve inside and outside.** They have a steady place in the gathered church and a steady presence beyond it. Their work, their neighborhood, their family table: all bear the weight of ministry too.
- **Excellence with humility.** Whatever they do, they do well, without making it about themselves. The gift is for the body, not the resume.
- **They measure success by faithfulness, not recognition.** They are not collecting titles or applause. They are joyfully giving away what God has first given them.

Not perfection. **Direction.** These signs do not appear on a date. They emerge over years.

Your turn *Name your ministry.*

Your next step

Christian ministry doesn't begin with finding the perfect role. It begins with **one faithful step of service.** Take a moment to identify one place where you will serve inside the gathered church and one place where you will intentionally serve beyond its walls.

My Ministering rhythm

INSIDE AND OUTSIDE, NAMED FOR THIS SEASON

MY MINISTRY INSIDE THE CHURCH

MY MINISTRY BEYOND THE WALLS

THE PERSON I'LL TALK WITH THIS WEEK

Begin where you are. The Spirit grows what is offered.

You were not saved simply to receive God's grace. You were also invited to become a channel of it. God has placed gifts within you. He has placed people around you. And He has placed you in this church family so that, together, we can help you discover where those two meet. Whatever ministry God calls you into, you will not walk it alone. We will pray with you, encourage you, and celebrate with you. And when you grow weary, we will help you keep going. ***The God who called you to serve will faithfully strengthen you as you do.***

"Just as each one has received a gift, use it to serve others, as good stewards of the varied grace of God." 1 PETER 4:10