LETTERS TO MINISTERS IN TRAINING

Pastor Dr. Emmanuel Mukisa, D.D.

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Tel: +256 742 302 566 / +256 786 821 888

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Dedication

To the hidden ones—
those walking in the quiet tension between calling and commission,
those wrestling with fire in their bones and questions in their hearts,
those serving faithfully in silence, unseen by men but watched by Heaven.

This is for you.

To the ones who are still becoming,
whose names are not yet known,
but whose hearts burn with the weight of something eternal—
may these letters meet you in the cave, in the classroom, and on the altar.

You are being made.
You are not late.
You are not forgotten.
You are in the hands of the Master Craftsman.

These words are yours.

Preface

Ministry is more than a microphone. It is more than a title, a stage, or a calling card. True ministry begins in the invisible—formed in the silence, tested in the shadows, and refined in the fire no one claps for. Before God sends a minister, He *makes* one. And this making is holy, deliberate, and often misunderstood.

This book is a collection of letters—not lectures. It is not written to impress, but to impart. These words were born from years of walking with ministers in training—watching their wrestles, sharing their weights, and weeping with them through the wildernesses that don't make it onto social media. Each letter carries the tone of a fellow traveller, a spiritual midwife, and sometimes, a watchman shouting from the edge of the process: *Don't give up. The fire is forming you.*

You may be in that place now—an emerging voice not yet given the microphone, a young leader who knows you're called but wonders if you're ready. You might be struggling with the silence of God, the slowness of progress, or the stretching of obedience. These letters are for *you*. They are meant to walk beside you. To confront, comfort, and commission you in equal measure.

These pages carry no pretension—only pursuit. Pursuit of Christlikeness in ministry. Pursuit of depth over display. Pursuit of the kind of formation that heaven endorses, even if earth overlooks.

If they find their way into the hands of one who still dares to be made by God before trying to make something for God, then the assignment is fulfilled.

May you read slowly. May you pause often. May the Spirit whisper in the margins.

And above all, may you become the kind of minister who finishes well—not just because you were called, but because you were *formed*.

Pastor Emma Mukisa

Letter I: When God Calls a Vessel

"You did not choose Me, but I chose you..." (John 15:16)

Dear Minister in Training,

There is a holy trembling that should accompany every person who dares to say, *"I have been called."* For ministry is not a career. It is not a performance. It is not a platform for ambition or a means to escape obscurity. Ministry is God's possession of a man or woman for His divine purpose. When God calls a vessel, He is not requesting assistance—He is initiating a takeover.

You did not stumble into this path by emotion, nor did someone talk you into it by flattery. You may have had a burning in your bones, a recurring stirring in your spirit, a prophetic confirmation, or even a strange dissatisfaction with every other path—regardless of how it began, you are not your own. You were apprehended.

God's call is not random—it is precise. He does not call the most eloquent, the most educated, or even the most visible. He calls according to purpose. He calls based on what He placed in you before you were formed. Long before your first sermon or your first spiritual encounter, the eyes of the Lord saw you and set you apart for a particular assignment in His divine story. You are not called because you are ready—you are called because you are known.

But the calling is not the confirmation of readiness; it is the beginning of breaking. Every called one must be crafted. And so, the call may be exciting at first, but what follows is not immediate promotion—it is process. The heavens may thunder at your calling, but the earth will test it. You will be taken into the hidden places where God forms ministers—into caves, into deserts, into silence. It is there, not on stages, that vessels are made.

Do not seek to define your call too quickly. Do not rush to announce what God is still unfolding. God does not reveal the entire blueprint at once—He shows you the seed, and watches if you will carry it until it becomes a tree. The called must learn how to walk with God even when

they do not fully understand Him. Obedience precedes explanation. Revelation follows surrender.

Some may question your calling. Even you may doubt it in moments of fatigue or delay. But remember: you were not called by people, and so your validation will not come from them. The One who called you will establish you. And if He called you, He will keep you. You are His vessel —He knows the shape you must take, the oil you must carry, and the people you are meant to reach.

Let your heart remain soft. Let your posture remain low. Let your ambition be only to please Him. And when the fire comes to test your motives, may He find in you a heart that burns for Him alone.

You have been called. But more than that, you are being formed.

For the Master's use,
Pastor Emma Mukisa

Letter II: Becoming Before Doing

"Then He appointed twelve, that they might be with Him and that He might send them out…" (Mark 3:14)

Dear Minister in Training,

There is a sacred order in the way God prepares His servants: *being with Him* before *doing for Him.* Ministry is not first about doing great things for God—it is about becoming the kind of person who carries His heart. The greatest tragedy in ministry is not failing on the stage, but succeeding without being transformed. You were never called to merely perform works. You were called to embody His nature.

The first calling is not to preach—it is to become. Before He sends you to the nations, He invites you into the quiet place. Before He gives you a message, He shapes your vessel. God is not looking for gifted performers; He is looking for conformed sons. That is why the wilderness comes before the microphone. That is why obscurity precedes visibility. Because He would rather lose your usefulness for a season than lose your soul forever.

We often admire the exploits of those ahead of us, and we want the fire, the favour, the fruit. But what we do not see is the crucible behind their crowns. Before God trusts you with people, He tries you with Himself. He will strip away false identities, ambitions, and secret impurities—not to shame you, but to save you. He is more interested in forming Christ within you than forming a ministry around you.

Do not be in a hurry to be "used." God's greatest work in you is not what you do, but who you become. The anointing may open doors, but it is your becoming that determines whether you last in those rooms. Spiritual gifts can operate through an unformed vessel, but spiritual fruit cannot. And it is fruit that God seeks—not noise, not fame, not crowds, but Christ formed in a person.

Jesus spent thirty years *becoming*, and only three years *doing*. And even in those three years, He constantly withdrew to be. Can you see the pattern? The secret to public fire is private formation. If you skip

becoming, you sabotage doing. For you are not just a messenger—you are the message. God does not just want your sermons; He wants your substance.

So when He keeps you hidden longer than you expected, do not be discouraged. When doors seem to close, and others seem to rise faster, do not envy. When your prayers are more about your own inner transformation than external results, know that you are in the safest place a minister can be: the place of becoming.

Abide there. Let Him work. And in the fullness of time, what He has made you into will speak louder than anything you could have done prematurely.

Still becoming,
Pastor Emma Mukisa