

Alright, as we mentioned before, the leaders that you train are going to ultimately determine your destiny in ministry. They will be vital assets in accomplishing your vision, and if you don't need anyone else's help accomplishing the vision, then your vision is too small.

But how do you go about selecting someone to be an apprentice? Well, the short answer is very carefully. As pastors, there are potential leaders all around us, but it's our job to learn how to discern someone's potential. While you might have quite a few options for an apprentice, not all of them will rise up to become great leaders. So as you go through this selection process, here are 3 common mistakes to avoid that many pastors make.

Three common mistakes when choosing an apprentice:

- 1. Making decisions based on church politics (this happens more than we want to admit)
- 2. Underestimating a person's growth capacity
- 3. Making any kind of assumptions

Discernment is key here. Instead of making quick assumptions, a good leader will look at the heart of the apprentice before his skills and abilities. You can always work to improve someone's ability, but the character of a man will stay pretty consistent. Here are 5 questions that a good leader will ask to help determine an apprentice's character.

- 1. Will they follow? (insight into attitude)
- 2. Will they serve? (Insight into heart)
- 3. Will they learn? (Insight into ego)
- 4. Will they sacrifice? (Perspective on life)
- 5. Will they be honest? (Level of maturity)

Once you determine the character of the individual, then you can begin focusing on discerning their abilities. An important thing to remember at this point is that you are not looking for someone who has arrived in everything. They are an apprentice, not a Jedi knight.

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Good leaders teach and train others. If you want to accomplish your mission and vision, you must spend time developing others.

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Here are 5 important things you should be looking for in an apprentice's abilities:	actionsteps Notes don't change anything, actions do. So don't take notes, take actions!
1. Competency. What is it that they are currently good at? I mean, they should be good at something.	
2. Capacity. Do they have plenty of space to stretch and grow beyond their current level?	
3. Energy. Are they someone who sits waiting for something to happen or are they the ones who push forward towards progress?	
4. Relational Skills . Do they have the ability to get along and work well with other people?	
5. Intelligence. Leaders should be smarter than most others but this isn't limited to book smarts or IQ. Discernment and wisdom are important to possess as well.	
As you begin to apprentice, make sure that you include that person in real life ministry. Don't try to shelter them from the negative side of things. Ministry's demands are intense and an apprentice needs to begin to prepare for the road ahead of them. Do your best to create opportunities and allow them to experience team environments, the heartache, and the joys of being in ministry.	
After you have selected your apprentice(s), it's time now to begin coaching and mentoring them. This is where the rubber meets the road and where apprentices transform into strong leaders. It's not so important how many apprentices you have as it is that you have someone that you are mentoring.	
As a mentor, you should be living out these 6 attributes.:	
1. Demonstrate a willingness to be "with" them . While technology can be used for mentoring in many different ways, in order to fully mentor and invest in someone, you must have a close physical proximity to them. Be present, but not attached at the hip.	
2. Always asking questions and challenging them. Make every moment possible a teaching moment while not overloading them.	
3. Interpreting and translating leadership techniques in a way that the new leader can understand. In order to do this, you must know what the leader knows first.	

4. Don't stop growing. Leaders who are good at developing other leaders are first good at developing themselves.	action steps Notes don't change anything, actions do. So don't take notes, take actions!
5. Focus on relationships and results . It's important to be a good listener and friend, but don't always focus on the relationship side; make the most of opportunities to coach and challenge them.	
6. And last, don't try to make the apprentice someone that they aren't. Focus on improving who they already are, not trying to make them into someone brand new.	
Now the process of mentoring isn't a cookie-cutter approach. The length of apprenticing, the amount of time spent with that person, and the things you focus on are all going to change depending on the person. The more responsibility the new apprentice will take on, the longer the apprenticeship will need to be.	
Now a big aspect of preparing this apprentice to become a strong leader is to correctly empower them for leadership. All leaders get things done through their authority, but some leverage it much differently than others. Some leaders use their authority to make demands and get things done, and some leaders use their authority to control every situation.	
But as you develop new leaders, you must communicate to them that their authority is given to them by God and they are simply a steward of that authority. When leaders understand this truth, it drastically changes how they go about using their authority. If you, as a leader, struggle with remembering this, then it would be a good idea to focus on improving in this area before trying to mentor a new apprentice.	
Lastly, here are 5 ways that you as a pastor can help to properly empower your new apprentices and help them realize their potential.	
1. Trust them with responsibility . Delegate a task and pass on the authority to them. Remember to also provide them with permission to lead in their own style and with their own personality. Don't try to make them lead just like you would.	

2. Train them for competency. Make sure that you see what obstacles might lie on the road ahead and figure out how best to coach them through them. Don't just give them the answers even though it might be faster.	action steps Notes don't change anything, actions do. So don't take notes, take actions!
3. Unleash your authority. A major decision you will have to make at this point will be to let go of your authority. Too many pastors hang on and end up micromanaging everything.	
4. Communicate clear expectations . Make sure to sit down with the apprentice, write the expectations down, and have both parties agree on them. For more information, check out our summary on <i>The One Minute Manager</i> .	
5. And last let your apprentices know that you believe in them and love them. It can be easy for apprentices to start feeling that you are waiting and watching for them to fail. Always make sure that they know you are 100% committed to their success and that you genuinely care about them.	