

The Church Planting Apprenticeship And Learning Contract

Many of you will apprentice in preparation for a church plant. The following pages will help you to understand the basic process:

- Linking a Qualified man with a Qualified Mentoring Church
- One-time \$15,000 Timothy Funds might be available to you
- Prerequisites for receiving the Timothy Funds
- How to apply for the Timothy Funds
- Presbytery Status of an Apprentice

THE CHURCH PLANTING APPRENTICESHIP PROGRAM And Timothy Funds

Apprenticeships and Timothy Funds

Timothy Funds have been raised by MNA in order to assist churches in bringing on church planting apprenticeships. A total of \$15,000 is available to those who have been Provisionally Recommended by the Assessment Center and is paid out in 12 monthly increments of \$1,250 to the mother church. There are six things that we recommend for an effective apprenticeship and that make up the application for the Timothy Funds:

1. A **job or ministry description** of what the apprentice will be doing during his apprenticeship. Primarily we're anticipating that he will not only be of great service to the mother church but that he will get the kind of ministry experience that will most help him prepare to plant a church. In that regard, his job description most likely will overlap to some degree his Learning Contract.
2. A **learning contract** that specifies the plan for addressing the concerns and recommendations received from the Assessment Center. This contract not only lists the activities he will be engaged in or things he will do but the tangible, measurable goals that will be used to demonstrate satisfactory growth in the respective areas.
3. **The plan for planting a church**, however vague it may be at this point. Will it be a daughter church, being sent to a target community that may or may not have a waiting core group, or just being prepared to plant a church "somewhere"?
4. Who the **mentor(s)** will be and what that mentoring relationship will look like.
5. A **budget, including salary** for the apprenticeship and sources of income.
6. A **transition plan** that specifies, even if in general terms, how the apprentice will increasingly divide his time between ministry at the mother church and the proposed church plant up until the time he is working 100% on the plant. A typical plan might have an apprentice spending the first full year in ministry with the mother church including completing ordination trials if necessary. Minimal time is devoted to the future plant. The second year the apprentice may spend the first half of the year 75/25 between the mother church and the plant, move to a 50/50 division during the next quarter, 25/75 during the last quarter, and 100% after the second year is done. We've found that a session, the apprentice, and the congregation need to have this understood up front to avoid misunderstandings and conflict, especially during the transitional stages of the apprenticeship.

Remember: The Timothy Fund is a Revolving Fund which means that apprentices who receive funds commit themselves in writing to repay those funds once their new church is planted. If the apprentice does not subsequently plant a church we ask that he find another way to see that those funds are repaid in order to keep the Fund functional.

MISSION TO NORTH AMERICA
Timothy Fund for Church Planting Apprentices
REVOLVING FUND COVENANT

Thanks to the generosity of foundations, churches, and individual donors, the MNA Timothy Funds makes grants to support Church Planting Apprentices. Your mentoring church is a recipient of one of these grants, as a partial contribution to your support during the time of your apprenticeship.

In order for these funds to be available to others in the future, by signing below you are indicating your commitment to do everything possible to make sure that the total amount of this grant is repaid to MNA so that it may serve a future Church Planting Apprentice.

Most often, these funds will be returned to MNA via the church planted by the Apprentice once the apprenticeship is complete and the new mission church is underway. Other possible sources are the mentoring church, the sponsoring presbytery, or individuals who have a commitment to the training of church planters.

MNA does not arbitrarily set a monthly amount to be returned for reinvestment; 5% of the church's gross income should be the starting point. **The funds should begin coming back to MNA at the time any of the following conditions exist:**

1. Your mission church is ready to begin giving benevolently. (We do not expect that all of your benevolent giving come to MNA, but that a portion of it begin at this time)
2. Your church becomes organized as a particular church.
3. Your mission church becomes two years old from the start of the first service.

Your signature below will indicate commitment to this covenant, and the release of the grant to support your Church Planting Apprenticeship.

The amount of the Timothy Fund grant given to your church, to be reinvested in Church Planting Apprenticeships as these funds are returned to MNA, is \$15,000.00.

Signed: _____

Joe Smith
Anywhere, USA

Signed: _____
Ted Powers

Ted Powers, Church Planting Coordinator
Mission to North America

Date: _____

Example of a Proposal

Position: Church Planting Apprentice

Goal: Prepare the apprentice and his family for the work of planting a church in the Rocky Mountain Presbytery, through hands on intensive ministry with a relatively new work in the Presbytery. The RMP MNA has the final approval on all church plants but it is the goal of the Apprenticeship to prepare the apprentice to plant a daughter church in a neighboring community where the mother church is already drawing families.¹

Time Table: January 2003- January 2005

Plan of Transition: The Apprentice will be given time to transition into and out of his ministry at the mentoring church. In the first quarter of the first year his time will be divided between study for ordination, getting his family settled, and work at the church. The Apprentice will then work 100% for the church plant until the second half of the second year, at which time he will be phased out of ministry and be given time to move towards his church plant and raise funds.² This transition period will be:

Summer, 2004 (Jun-Aug.) – 67% with the mother church; 33% with the church plant

Fall, 2004 (Sept-Dec) – 33% with the mother church; 67% with the church plant
January, 2005 – 100% with the church plant, first public services being targeted for Fall, 2005.

Ordination: The Apprentice will take his Licensure exam at the January 2003 stated meeting of the Rocky Mountain Presbytery and his Ordination exam at the April 2003 stated meeting of the Rocky Mountain Presbytery.

Major Areas of Responsibility:

- 1) Evangelism: The Apprentice must
 - a. Determine how he is gifted to do evangelism
 - b. Purposefully place himself & his family in situations that the Holy Spirit can use.
 - c. Pray for the contacts.

¹ Given Longmont's location and contact God has already provided we will be focusing on Boulder and near by communities such as Erie and Lafayette.

² The apprentice will of course be thinking, praying, talking to RMP MNA committee about locations throughout his apprenticeship, as well as visiting sites.

- 2) Administration: The Apprentice will
 - a. Assist the Church Planter with the daily operations of the church
 - b. Take leadership on special projects
 - c. Lead set/up & take down ministry

- 3) Worship: The Apprentice will
 - a. Read and study the philosophy/theology of worship
 - b. Regularly assist in the leading of worship
 - c. Write liturgies
 - d. Preach every six to eight weeks
 - e. Lead and teach Sunday School class

- 4) Outreach: The Apprentice will
 - a. Lead small groups
 - b. Plan and execute outreach events

Goals and Measurements: The Apprentice will be evaluated on his progress in the following ways.

- 1) Successful involvement and networking within the community.
- 2) Fruit of his evangelistic work.
- 3) Leadership abilities (gather, train, delegate, encourage, and raise up new leaders)
- 4) Application of the Gospel throughout all elements of worship (music, explanation of liturgy, and preaching)
- 5) Create a written Philosophy of Ministry and Worship.
- 6) Spiritual growth and health personally, in his marriage, and family.

The Church Planter/Coach will:

- 1) Meet, pray with, and spiritually disciple Apprentice at least once a week.
- 2) Evaluate progress of Apprentice quarterly.
- 3) Include the Apprentice in meetings, visitations, evangelism, and strategic planning.
- 4) Make available to the Apprentice all resources and contacts.
- 5) The planter and his wife will meet for fellowship and encouragement at least once every six weeks with Apprentice and his family.

Financial Package:

- 1) The Financial Package will be broken down into Salary, Housing, Medical Benefits

- 2) The church will provide \$25,000 in Salary/Housing plus \$8,400 in Medical Benefits annually.
- 3) The Apprentice will need to raise at least an additional \$25,000 annually for a total of not less than \$50,000.

Additional Training: The Apprentice will also have access to and instruction from other church planters and existing churches within the Rocky Mountain Presbytery.

- 1) St. Patrick Presbyterian Mission Church, Greeley Colorado.
 - a. Meet with three time church planter Shane Sunn every 6 weeks for spiritual mentoring and accountability. He will also have opportunity to ask questions that have arisen regarding church planting, outreach and church structure.
 - b. Meet for minimum 10 hours with Music Minister Blaine Chastain to learn about music and its role in worship.
- 2) Village 7 Presbyterian Church, Colorado Springs Colorado.
 - a. Meet with Pastor Joseph Wheat and staff of V7P to learn about philosophy of ministry and vision casting in the context of a larger church structure.
 - b. The apprentice will have four two day sessions where he will meet with the staff and ministers in charge of administration, youth, music, outreach, assimilation, and small group ministries.
- 3) Deer Creek Community Church, Lakewood Colorado.
 - a. Meet with founding pastor Dwayne Cory to learn about the evolution of a church from plant to established church.
 - b. Apprentice will focus on the issues of commitment and love of place and community involvement.
- 4) Rocky Mountain Presbytery.
 - a. The Apprentice will attend all church planter retreats and meetings with Mentor.
 - b. Sit in on MNA meeting of Presbytery.
 - c. Give progress reports to MNA committee.
- 5) Conferences
 - a. The Apprentice will attend the August 2002 MNA Church Planter Conference.
 - b. It is recommended that Apprentice attend the MNA Church Planters Conference upon completion of Apprenticeship to help prepare for next phase of planting a church.
- 6) The Apprentice and his wife will take a grace based discipleship course.

Church Planting Apprentice – Proposal for Christ Community Church **JOHN AND JANE BROWN**

Our desire is to work with a couple that has been “provisionally qualified” by a Church Planting Assessment Center to give them the specific training and experience needed to raise them to a “qualified” level and to move them into a church planting opportunity with a daughter church. This two-year apprenticeship will address weaknesses and concerns identified by the Assessment process through specific training, through opportunities to gain experience in key ministry tasks, and through a process of guided evaluation.

Time Table: August 2004 – July 2006

YEAR ONE

The apprentice will work full time for Christ Community Church, doing tasks specified below. During this first year, he will also work through learning contracts and will meet with mentors for training, reflection and evaluation. Tasks assigned to him during this year, while they will benefit the church, will be chosen as a means of further developing the apprentice in areas identified by the Assessment Center.

- Working through learning contracts
- Meeting with mentors for training, evaluation and reflection.
- Networking to develop evangelism contacts
- Some time will be devoted to studying the demographics of the target area, developing a written philosophy of ministry, and prayer for the target area and the future church.
- The apprentice will attend the MNA Church Planter Conference in August of 2005

YEAR TWO

In the first six months of the second year, we will begin to TRANSITION the apprentice from ministry in the mother church toward the actual planting of the daughter church. 50% of his time will be spent with the mother church and 50% on preparing for the daughter church. The apprentice will:

- Attend BASIC TRAINING for church planters in January, 2006
- Begin participating in the New Church Network of Central Florida Presbytery and begin to work with a coach assigned by the NCN.
- While reading in the first year will focus on ministry weaknesses and development in those areas, reading in

the second year will focus more on church planting methodology and strategy..

- Develop a new learning contract for first six months of the second year in response to evaluation from the first year.
- The MNA Staff will monitor active apprenticeships to be sure that they are progressing well and that the apprentice is receiving the mentoring, training and experience necessary to being ready to plant a church.

In the second six months of year two (February – July, 2006), the apprentice will make a more deliberate transition from the mother church to the church plant. At this point, 90% or more of his time will be directed to the start of the new church.

- Networking the community
- Searching for and securing a location for first worship
- Developing the core group
- Developing a written vision statement
- Developing his launch team and a set of launch indicators.

The target date for the start of the daughter church is August, 2006, but the actual start will be governed by the launch indicators developed by the apprentice with his coaches. A second apprentice will be brought on by Christ Community Church during the final six months of John's apprenticeship and will work part-time with John to help with the launch of the daughter church.

MAJOR AREAS OF RESPONSIBILITY AT CCC

1. Leadership:

John will complete a learning contract in the area of leadership.

YEAR ONE

- A. John will **recruit and train volunteers to form an Assimilation Team**. The purpose will be to help newcomers to CCC become part of the church family. John will develop a leader for that ministry team who will take responsibility for the team at the end of John's first year.
- B. John will **lead a small group and train an apprentice group leader** who will then start and lead another group.
- C. John will **coordinate the monthly Leadership Community Meetings for CCC**. He will be responsible to

follow up on leaders of various ministry teams to encourage and support them in their roles, and will make sure they attend the monthly meetings. He will also be assigned **oversight of one existing ministry team** and will work with key leaders in that team to strengthen the overall ministry.

- D. John will **help strengthen communication within the church community** by assisting the church in the development of its web page. He will also work with the newsletter editor to strengthen communication within the church as a whole.
- E. John will **complete a learning contract in the area of leadership** under the oversight of a mentor. In this process, John will read two books on leadership, use instruments like the LPI and LBP and Discipling Leadership Profile to assess his leadership styles. He will meet with a mentor or coach to discuss the results and to evaluate John's leadership strategies.

YEAR TWO

- F. John will begin to **meet with prospective core group members** to develop relationships.
- G. John will **develop a set of criteria** for those who will be part of his **launch team**. He will also develop a set of launch indicators.
- H. John will **lead a small group study meeting in the target area**.
- I. John will **meet with the Leadership Community of Christ Community Church** as a part of that community with a specific ministry task (planting the daughter church).

Evaluation of John's leadership will be done with his mentors and by the pastor of CCC.

Growth in leadership ability will be measured by completion of the learning contract and the fact that John has trained leaders who are serving in ministry at CCC.

2. Evangelism:

John will complete a learning contract in the area of evangelism.

- A. John will **develop a list of contacts** and begin to **seek out relationships** with non-Christians.
- B. John will **meet regularly with a prayer partner** to pray for opportunities to witness to these contacts.
- C. John will **invite people** he is meeting to visit his small group.
- D. John will gather a small group of interested people and **teach them how to share their faith**. This will not be a class in which people are merely given information about evangelism but an opportunity for people to experience evangelistic ministry.

Evaluation of growth in evangelism:

- A. John is **involved in networking** within the community.
- B. John is **able to relate recent opportunities** to share the gospel.
- C. John is **able to identify people** in the church that he has **trained in evangelism**.
- D. John will be **able to identify individuals for whom he is praying** for conversion.

3. Preaching:

In completing with his learning contract in the area of preaching, the apprentice will:

- a. **Secure mentors**
- b. **Read three books on preaching.** These should be books not previously read for seminary classes. Books may include: Chappell, Christ Centered Preaching, Stott, Between Two Worlds, Piper, The Supremacy of God in Preaching. The books will be assigned by his mentor.
- c. **Listen to a series of taped sermons and evaluate the preaching he hears:**
 - What draws you to what the preacher has to say?
 - What does he have in common with the others you've heard?
 - What sets him apart?
 - What would you do differently and why?

d. **Meet monthly with his mentor for training and evaluation**
(specifically, how is John applying the principles and methods he's read in the assigned books and the feedback he has received on his own preaching?)

e. **Opportunities to preach:**

- At CCC Year one: 4 times
 Year two – 6 times
- In a group setting Year one – at least 20 times
 Year two – 10 times in first six months

A group of people will be organized to serve as a “volunteer congregation” for John. He will preach to this group every other week (10 times in the Fall of 2004, 10 times in the Spring of 2005, 10 times in the Fall of 2005).

The format of the group will be:

- Prayer
- Preaching by John – 20 minutes
- Interaction and feedback by the group (facilitated by an elder from CCC). An evaluation/rating page will be used by participants to grade John.
- Questions from the group for John regarding the content of the message (what was the main point, what made sense, what further questions were opened up by the message, etc.)

f. **How will progress or growth in this area be measured?**

Objective Criteria:

- John has done the assigned reading
- John has listened to the assigned tapes
- The principles and methods discussed in times of evaluation with his mentor are now seen in his sermons?
- John is able to anticipate questions people would have on a given passage and is addressing those questions in his sermons.
- Two Assessors will be asked to rate a sermon at the end of John's first 18 months and the results will be compared to the ratings he received at the Assessment Center.
- People in his group are able to identify specific ways they believe John has improved.

- Ratings from the group are higher at the end of 18 months than they were at the be Browning.

Subjective Criteria:

- Do the people in his group believe he has improved?
- People in the church express an opinion that John has improved.

ADDITIONAL

John and Jane will continue to meet with a counselor to deepen the good work that has begun in their marriage.

John and Jane will begin to raise support for the second year of apprenticeship and for the church plant at the end of the first year at CCC. By the end of the second year, we would expect those going from CCC will be tithing to the daughter church.

If they haven't done so yet, John and Jane will be asked to take a grace-based discipleship course.

John's computers – at home and at the church office, will be included in the church's "Covenant Eyes" program for internet accountability.

OVERSIGHT OF THE APPRENTICESHIP

1. In year one, primary mentoring and coaching will come from the pastoral staff of CCC. In addition, John will recruit mentors for specific areas of need.
2. In year two, primary coaching will come from the NCN of Central Florida Presbytery. John will begin meeting with the NCN once per month and with his assigned coach once per month.
3. John will be given the opportunity to be involved in all ministry areas of CCC, including session meetings, deacons meetings, strategic planning meetings, staff meetings, funerals and weddings. We will expect John to attend all meetings of the session. He may visit a few deacons meetings during the first year to get a better idea of diaconal ministry. He will be expected to participate in weekly staff meetings during his first 18 months.

4. John will meet weekly with his mentor during year one and monthly with his coach during the second year.

HOW WILL CCC GIVE PEOPLE TO THE DAUGHTER CHURCH?

- A. From before the time John arrives at CCC in August of 2004, we will communicate a vision for a daughter church in Port St. John and encourage people to pray for this endeavor.
- B. We will invite people to go, serve, give, and pray for the church plant.
- C. To be part of the core group, people should:
 - live in the target area
 - be committed to the place
 - be praying for the advancement of the Kingdom of God in Port St. John
 - Be willing to sacrifice time to serve
 - Be willing to give financially
 - Understand the basics of John's Philosophy of Ministry and Vision
 - Have a desire to use their gifts to help the church
- D. The Launch Team will be chosen by the Church Planter. The criteria for launch team member will be higher than the expectations for being part of the core group. Launch team members will:
 - be in agreement with John's vision and POM
 - be tithing to the new church
 - have a leadership responsibility for a key ministry area

OVERSIGHT OF THE DAUGHTER CHURCH

- A. When the apprenticeship is completed and approved, John will be given “the powers of an evangelist” by presbytery, to receive members into the mission church.
- B. John will choose the launch team.
- C. John will be given freedom to develop his own Philosophy of Ministry, Worship style, and vision for the daughter church.
- D. Choice of location will be given to John and the Launch Team.
- E. The date for first worship of the daughter church will be established by the Launch Team under a set of “launch indicators” established by John and his coaches in the NCN.

FINANCIAL ARRANGEMENTS

Funding for this apprenticeship

YEAR ONE

CCC	\$30,000
Timothy Fund??	\$15,000
C. FL. Presby	\$15,000

YEAR TWO

CCC	\$30,000
Presbytery	\$15,000
John raises	\$15,000

With the launch of the daughter church, support will be provided as follows:

YEAR ONE

CCC	\$20,000
Presbytery??	\$20,000
Core Group and John’s Support	\$45,000

YEAR TWO

CCC	\$15,000
Presbytery??	\$15,000
Core Group and Support	\$70,000

TOTAL from CCC over four years: \$95,000
Total from Presbytery over 4 years \$65,000

John's Salary Package: \$56,000 - \$60,000

ATTITUDE TOWARD THIS APPRENTICESHIP

That John will establish a daughter church out of CCC is not a foregone conclusion. This apprenticeship must be approved by MNA, Atlanta and the MNA committee of Central Florida Presbytery. They must change John's Assessment rating from PQ to Q before we start the daughter church. These two years will be an intensive time of on-the-job training, connecting information learned in seminary and from books with experience in ministry through an evaluation and reflection process. The apprentice should look at this not as a 40 hour per week job, but as a commitment of himself for preparation for church planting. The expectations for use of time on the job are high. We expect 100% effort to the assigned tasks and to ministering to people. Much of the training included in this program will require home-work and reading to do at night. We are committed to your family. We believe in the priority of your family. But we ask that your family agree to the intensity of this training period and be on board with you in this endeavor.

We will ask you to devote five full days per week to ministry tasks. You will be given one day off per week plus most Saturdays off. There will be times when ministry tasks will require time from you on Saturdays. During your apprenticeship period, we will provide 3 weeks of paid vacation leave (that's 15 working days).

MISSION TO NORTH AMERICA
TIMOTHY FUND QUARTERLY UPDATE

4th QUARTER REPORT: DUE: Monday, July 15, 2004

Reply to: Annette Keller

PHONE: 678-825-1239 FAX: 678-825-1201

akeller@pcanet.org

NAME:

CHURCH NAME:

PASTOR'S NAME:

DATE APPRENTICESHIP BEGAN:

DATE OF FIRST SERVICE (either projected or completed):

AVERAGE WORSHIP ATTENDANCE FOR THE PAST QUARTER:

PROJECTED ORGANIZATION DATE FOR THE CHURCH:

ADDRESS:

PHONE:

FAX:

E-MAIL:

(PLEASE SPECIFY IF ANY OF THE ABOVE HAVE CHANGED)

WHAT GOAL(S) HAVE YOU ACCOMPLISHED IN THE PREVIOUS QUARTER?

WHAT ARE YOUR GOALS/ SPECIFIC PLANS FOR YOUR APPRENTICESHIP THIS QUARTER?

WHAT ARE YOUR FUTURE GOALS FOR YOUR APPRENTICESHIP?

HOW CAN WE EFFECTIVELY BE PRAYING FOR YOU?

Your Learning Contract

“Nurture is a by-product of mission, not the reverse.”

IS MOST HELPFUL:

- When you are involved in a REAL LIFE ministry.
- When you TAKE CHARGE of your own development.
- When you DESIGN your own learning contract.
- When you seek COMPATABLE NETWORKS and COACHING RELATIONSHIPS.

MAJOR INPUT COMPONENTS FROM THE ASSESSMENT CENTER:

- The Recommendations and Concerns from your Assessment Summary
- Your Church Planter Profile – This shows areas needing development that you have learned from other people in your life, your spouse, supervisors, friends, and constituents.

LEARNING CONTRACT WORKSHEET

Developing a Learning Contract for Myself

Name _____ Date _____

Possible Mentor (s) _____ Time Period (6 months) _____

A Learning Contract (L.C.) is a self-designed vehicle to move you from where you are now to where you want to be. Developed by you, the contract is shared with a mentor/coach and a Learning Community (one or more like-minded persons who are learning together) for input and accountability. We strongly encourage you to include your wife in your Learning Community. **For the learning contract to work, you must be honestly motivated to become a competent leader for the glory of God.**

Have you identified a Learning Community? _____

Step 1 From the Church Planter Profile and/or Assessment Summary, select 4 competencies which show a definite need for further development relative to your preparation as a church planter.

	P		Weak		Strong
_____	1	_____	1-----2-----3-----4-----5-----6		
_____	2	_____	1-----2-----3-----4-----5-----6		
_____	3	_____	1-----2-----3-----4-----5-----6		
_____	4	_____	1-----2-----3-----4-----5-----6		

Step 2 Determine the relative importance of each of the above competencies to prepare yourself as a church planer by giving each a priority number in the left margin (under the “P”). Remember the “critical competencies”. Men: prayer, spiritual vitality/integrity, leadership, God’s call, evangelism, family life. Women: family life, spiritual vitality/integrity, God’s call, prayer, role.

Step 3 On the five point scale on the right, put an “I” on the scale indicating the level of importance found on your Church Planter Snapshot. Using the rating from your Snapshot, put a “P” indicating your present level of competency (either self or references mean). If there is a discrepancy between your self and references ratings, interact with peers and/or your mentor/coach to help determine which is more reliable.

Step 4 Pick **no more than** two of the four above listed competencies for this 6 month period:

Consult with a mentor/coach to assist you with your learning plan (next page). Since you and your wife form an important team, think of areas where you can learn together. Consider including your wife in at least one Learning Objective in your learning plan.

Questions to guide you in developing your learning plan: Are the Learning Objectives clear, measurable, concise? Have you stated clearly how you will know when you've accomplished the objectives (evidence)? What is the responsibility of the mentor/coach? Is he in agreement?

<p style="text-align: center;">Learning Objectives</p> <p>Break down each competency into Learning Objectives. Specifically, what changes do you want to see in your knowledge, character, attitude or ability?</p>	<p style="text-align: center;">Resources and Strategies</p> <p>Key Q: How will you get the help you need? (Supervised practice, discussion group, tutorials, reading, taking a course, observing a peer, worship or seminar, etc.) What is your Action Plan? What will you do? With whom?</p>	<p style="text-align: center;">Evidence of Accomplishment</p> <p>How will you know you've accomplished something? (Evidence to be collected showing accomplishment of each objective.) Are you sure the evidence is valid?</p>

Outcomes!

After completion of the learning contract...

This section should be discussed with your mentor/coach and Learning Community:

What changes have you seen in your skill, attitude, character, or understanding as a result of this L.C.?

What insights have you gleaned (about yourself, ministry, learning) as a result of this L.C.?

My next competencies for development will be:
