

Church-Based Development Leadership

Information about the 2022-23 course

In 2022-23 the Danish Mission Council (DMC) is again offering the online course called Church-Based Development Leadership (CDL). The course is focused on capacity upgrading leaders and pastors engaged in church-based development work and it is done in collaboration with CKU - Centre for Church-Based Development Cooperation, Denmark, Kerk in Actie, the Netherlands and Digni, Norway.

Course plan

The course consists of 8 lessons a week in a 15 weeks Fall semester, 30 august - 8 December 2022, and a 23 weeks Spring semester: 3 January - 29 June 2023, with a break in week 4, 14 and 15.

Fall semester: Church-Based Leadership

Diakonia, Communication, Organisational Development, Value-based Leadership and Counselling.

Spring semester: Church-Based Development

Project Design, Gender Perspective on Leadership, Introduction to Trauma Healing, Church and Society, Dialogue with Authorities and Media.

Course values and goals

We believe that church-based development leadership should be founded on *diakonia*, a Greek word meaning *service*. Since all human beings are created in the image of God, they are unique and valuable, entitled to be treated with kindness and respect. The church and church-based organisations should therefore serve and defend people in need.

We want to encourage our course students to trust their own ideas and abilities, and we also wish to equip and motivate them to assume responsibility for making a positive and sustainable change in their churches, organisations and society.

In a time where the chance of physical meetings across geographical borders is limited, we want to create an opportunity for exchanging thoughts and experiences through interaction between people from various cultures, churches and countries. With CDL we want to not just convey knowledge, but also facilitate a team-fellowship with life changing impact.

Who is this course for?

Students must be selected by member organisations of CKU, Kerk in Actie, Digni or similar European organisations. To profit from the teaching and to participate in the exchange of experiences, the students must have leadership responsibility in diaconal or development work - professionally or voluntarily. Two students from the same place, could support each other, especially when doing the Project Design assignment.

Reference Group

A reference group representing CKU, Kerk in Actie, Digni and other inviting organisations meet online once or twice a year with the course leader and the general secretary of DMC to evaluate the course and give suggestions to the content, administration and economy of the course.

Still part of local church/organisation

Since the students remain in their usual context, they can relate the subjects of the course to their daily work experiences. When they practice their obtained knowledge in dialogue and cooperation with their own local church/organisation as the course progresses, it will increase the effectiveness of their learning process and the benefits of the endorsing church/organisation. Together they can transform the training into solutions that are useful in their own context.

Expectations of students and their church/organisation

Both the students and their endorsing local church/organisations must be willing to invest time and effort to achieve long-term benefits, such as increased leadership qualifications, higher quality of project applications and improved cooperation between partners. Since the estimated work-load of the course is 14-16 hours a week, it is not possible to do the course on top of full-time work.

- The closest superior (e.g., pastor/leader) of the student must therefore make sure that the workload of the students in the church/organisation is reduced 8 hours a week, enabling the students to follow all scheduled lessons.
- If the lessons take place in the evening, students should be allowed to start work later/leave earlier to ensure they are not too tired to participate fully in the course.
- We expect the students to be actively participating in all lessons and to inform the teacher, if they are not able to attend.
- Further to the lessons the students have to use 6-8 hours of their free time every week to study and do their assignments.
- Once a month the students and their closest superior should discuss if, how and when the attained learning can be shared or otherwise used in their church/organisation.
- Upon completion of each semester the students must fill in an online evaluation survey to assess their benefit from participating in the course.
- We will ask their superior to do the same by the end of the course to assess the benefit of the organisation from sending a participant to the course.

Strengthening relationship between partners

Even though this course does not take place in Europe, we believe it will be a unique opportunity for strengthening the relationship between European organisations and their partners.

- We expect the students and the contact person from their European partner organisation to meet online once a month to discuss questions, reflections and the usefulness of the attained learning in their partnership.
- With the help of a smartphone, you can virtually “visit” each other’s offices, homes and churches or go for a walk & talk and show each other interesting sights.
- Getting to know one another in an informal way, helps you to share knowledge and experience, improve mutual cultural understanding and diminish misunderstandings.
- One organisation has planned to let their students do an online seminar for their European organisation by the end of course.

Teaching methods, coaching and mentoring

The lessons of the course contain lectures, dialogue, sharing of experience, group discussions and feedback, role play, exercises and students' presentations. Personal preparation will include studying written material, watching online videos, working on a project plan addressing needs in their own church or community, as well as other written assignments.

During the course each project group gets app. 12 hours of coaching by the teacher of Project Design and each students have the possibility of mentoring talks with the Course Director.

Weekly schedule and main subjects of the course

The weekly schedule consists of 4 lessons both Tuesday and Thursday 13.00 – 17.00 CAT. (European summer time: 13.00/winter time: 12.00) We use Central African Time (CAT), as European time is confusing due to summer/winter time shift. We begin each course day with a short devotion. The content of the teaching is presented more detailed in the separate *Curriculum* and it may be subject to minor changes before course start.

Fall semester: Church-Based Leadership

120 lessons

- Course Introduction: 4 lessons
- Diakonia – to serve and defend the needy: 16 lessons
- Study Techniques: 8 lessons
- Communication: 20 lessons
- Organisational Development: 28 lessons
- Value-Based Leadership: 28 lessons
- Counselling 4 lessons
- Team Time: 8 lessons
- Semester Evaluation: 2 lessons
- Semester Celebration: 2 lessons

Spring semester: Church-Based Development

180 lessons

- Semester Introduction: 4 lessons
- Gender Perspective on Leadership 12 lessons
- Project Design: 68 lessons
- Introduction to Trauma Healing: 16 lessons
- Church and Society: 38 lessons
- Dialogue with Authorities and Media: 26 lessons
- Team Time: 10 lessons
- Course Reflection: 2 lessons
- Semester Evaluation: 2 lessons
- Course Graduation: 2 lessons

Lessons in total:

300 lessons

Course staff

All teachers of the course are very competent and specialized in their subjects and have been teaching leaders from Asia, Africa, South America, Middle East and Eastern Europe for a number of years.

- Lisbeth Pedersen, MA of theological communication, Course Director, - teaching *Introduction, Value-Based Leadership, Communication, Church and Society, Dialogue with Authorities* and *Team Time*

- Nikoline Høgsgaard, MA of medical anthropology - teaching *Study Technique, Organisational Development and Project Design*.
- Benjamin K. Kobborg, MA of theology, post grad. psychotherapist, - teaching *Diakonia and Counselling*
- Johannes Nordentoft, Development expert with more than 25 years' experience in project design and international development - teaching *Trauma Healing*.

Other experienced and qualified teachers will be teaching on specific issues, like Diaconal Work, Dialogue with Authorities and Media.

Price of the course

The fee for the whole 2022-23 course is 30.000 DKK (app. 4.000 Euro). This includes teaching fee and other costs related to running the course. Member organisations of CKU, Kerk in Actie and Digni can apply for economic support to cover the course fee.

Other expenses concerning data, electricity, computer, mobile or travel to a place with sufficient internet connection are the responsibility of the students and/or their church/organisation.

Requirements for attending the course

Applicants must:

- Make sure they have access to a computer, a smartphone and a well-functioning internet solution financed by themselves or their church/organisation.
- Take responsibility for always having enough data for using Zoom 8 hours a week.
- Have a back-up plan if electricity cuts happen. (Like power bank, generator, solar power box or a fully charged computer and data on your phone to use it as hotspot.)
- Speak and write English well enough to take active part in the dialogue of the course and do the written assignments at Bachelor level. (The verbal abilities must be confirmed by the European partner).

Application process

1. The applicants must send the completed *Application and Endorsement forms* to their European partner, who will approve and forward them to the CDL course director.
2. Please note that the course may be filled up quickly, so apply as soon as you can.
3. Late applicants may be put on a waiting list or be transferred to next year.
4. When we have processed and accepted the application, we will send an acceptance mail.
5. To keep the reservation, the European partner needs to inform the course director, within one month from receiving our acceptance mail, that the funding application to CKU, Kerk in Actie, Digni or similar organisation has been accepted.
6. The invoice will be sent to the European partner in May and should be deposited to our account by 1 June.
7. The European partner organisation needs to appoint a contact person, who will be the link between them, their partner, the student and the course director.
8. Two weeks before the course starts, we will send you updated course information.



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