



**Dansk  
Missionsråd**  
Danish Mission Council

# Church-Based Development Leadership

## Information about the 2023-24 course

In 2023-24 the Danish Mission Council (DMC) is again offering the Church-Based Development Leadership Course (CDL) on Zoom. The course is focused on capacity upgrading leaders and pastors engaged in church-based development/diaconal work, and it is done in collaboration with CKU, Denmark; Kerk in Actie, the Netherlands and Digni, Norway.

### Course plan

The course consists of 8 lessons a week in a 15 week's Fall semester, 29 August - 7 December 2023, and a 23 weeks Spring semester: 2 January - 27 June 2024, with a break in week 7, 13 and 14.

### Fall semester - Church-Based Leadership

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

### Spring semester - Church-Based Development

Gender Perspective on Leadership, Trauma Healing and Counselling, Project Design, Church and Society, Dialogue with Authorities and Media, and Children and Youth

### 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 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. The CDL course provides an opportunity for exchanging thoughts and experiences through interaction between people from various cultures, churches and countries without the limitations of visa applications and travel costs. We want to do more than simply conveying knowledge, we also want to 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 organisations and their South/East partners. 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. You may want to send two students from the same place, as this might increase the outcome for them and their organisation and they could support each other, especially when doing the Project Design assignment.

### 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.

## **Requirements of students and their church/organisation for course participate on**

### **Requirements concerning time investment**

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. Once or twice a semester 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.

Since the estimated workload of the course is 14-16 hours a week, it is not possible to do it on top of full-time work. The closest superior of the student must therefore ensure that the workload in the organisation is reduced 8 hours a week. If the lessons are 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.

### **Practical, technical and personal requirements**

Applicants must:

- be able to attend the course in an undisturbed room. A busy office does not work well.
- have access to a computer with the Zoom app, a smartphone and a well-functioning internet solution financed by themselves or their church/organisation.
- install the Signal app on their phone if available in their country.
- 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 their phone to use it as hotspot.)
- speak and write English well enough to take active part in our dialogue-based teaching and to do the written assignments at Bachelor level. The verbal abilities must be checked and confirmed by the European partner.

### **Strengthening relationship between partners**

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

Allowing time to get to know one another in an informal way, helps you to share knowledge and experience, improve mutual cultural understanding and diminish misunderstandings.

We encourage the students and the contact person from their European partner organisation to meet online once a semester to discuss questions, reflections and the usefulness of the attained learning in their partnership.

### **Reference group**

A reference group representing CKU, Kerk in Actie, Digni meet online once or twice a year with the course staff and the general secretary of DMC to evaluate the course and give suggestions to the content, administration and economy of the 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 student gets approx. 10 hours of coaching by the teacher of Organisational Development and Project Design and has 4 reflection and mentoring talks with the Course Director.

## Course plan, weekly schedule and 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/wintertime: 12.00) We use Central African Time (CAT), as European time is confusing due to summer/wintertime 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: 4 lessons
- Culture and Communication: 24 lessons
- Organisational Development: 30 lessons
- Value-Based Leadership: 30 lessons
- Team Time: 8 lessons
- Semester Evaluation: 2 lessons
- Semester Celebration: 2 lessons

### Spring semester: Church-Based Development

**180 lessons**

- Gender Perspective on Leadership: 14 lessons
- Trauma Healing and Counselling: 18 lessons
- Project Design: 78 lessons
- Church and Society: 30 lessons
- Dialogue with Authorities and Media: 14 lessons
- Children and Youth: 8 lessons
- Team Time: 14 lessons
- Semester Evaluation: 2 lessons
- Course Graduation: 2 lessons

### Lessons in total:

**300 lessons**

### Course staff

All teachers of the course are 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 Culture and Communication, Value-Based Leadership, Gender-Based Leadership, Church and Society, Dialogue with Authorities, Children and Youth, and Team Time.
- Benjamin K. Kobborg, MA of theology, post grad. psychotherapist - teaching Diakonia and Counselling.
- Johannes Nordentoft, MA, Development expert with more than 25 years' experience in project design and international development - teaching Study Technique, Organisational Development, Trauma Healing and Counselling, and Project Design.

Other experienced and qualified teachers will be teaching on specific issues in subjects like Diaconal Work, Church and Society, Dialogue and with Authorities and Media, and Children and Youth.

### Price of the course

The fee for the whole 2023-24 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. Additional expenses concerning data, electricity, computer, mobile or travel to a place with sufficient internet connection are basically the responsibility of the students and/or their church/organisation, but might if needed be included in the application to the funding organisation.

## Application procedure

1. CKU, Digni and Kerk in Actie each has a quota of 4 or maybe 6 seats. Their European member organisations must contact them to ensure there is room for their participants, before they invite their South/East partners to do the course.
2. Since there are few available seats, the applicants must return the completed *Application* and *Endorsement forms* to the European partner soon as possible.
3. The European partner approves and forwards the forms to the CDL course director along with a confirmation of the applicant having sufficient verbal English skills to participate in our course. Please send all in one email.
4. If CDL has not received an applications before 1. March, the reservation is no longer valid, and the seat may be given to another organisation.
5. When CDL has processed and accepted the application, we will send an acceptance mail.
6. To keep the reservation, the European partner needs to notify CDL that the funding is in place, either when sending the application, or within 1 month from receiving our acceptance mail. (Please consult your funding organisation, since CKU, Digni and Kerk in Actie have different procedures concerning funding applications.)
7. The invoice will be sent to the European partner in May and should be deposited to our account by 1. June.
8. The European partner organisation needs to appoint a contact person, who will be the link between them, their South/East partner, the student and the course director.
9. Two weeks before the course starts, we will send you updated course information.



**Dansk  
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<https://dmr.org/cdl/>

**Dansk Missionsråd/Danish Mission Council** is an umbrella organization for 35 Danish mission organizations, working in more than 50 countries around the world.