

Q1 Please write your called name

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	11	11/28/2023 10:27 PM
2	10	11/28/2023 10:27 PM
3	9	11/28/2023 10:24 PM
4	8	11/28/2023 10:24 PM
5	7	11/28/2023 10:24 PM
6	6	11/28/2023 10:23 PM
7	5	11/28/2023 10:23 PM
8	3	11/28/2023 10:22 PM
9	4	11/28/2023 10:22 PM
10	2	11/28/2023 10:20 PM
11	1	11/28/2023 10:20 PM

Q2 How do you think the knowledge and experience, you have gained so far at CDL has impacted your motivation to lead diaconal/development work?

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES	
made me a lot more motivated	90.91%	10
made me more motivated	9.09%	1
made no difference	0.00%	0
I don't know	0.00%	0
Total Respondents: 11		

#	YOU MAY COMMENT BRIEFLY ON YOUR ANSWER HERE:	DATE
1	The Diaconal knowledge gained at CDL; has widen my scope of activities to help those in need, ill respective of race, ethnicity etc.	11/28/2023 10:27 PM
2	This course really helped me to gain more skills and practical experience on how we can ourselves do diaconal and development work but also how we can involve other to fulfil this God's work in our organization.	11/28/2023 10:27 PM
3	My eyes have been opened to the culture of the LCL, its leadership gaps and the need for innovation.	11/28/2023 10:24 PM
4	I learnt new knowledge and methods to improve my leadership skills as a social worker and leader. The Diaconal work is serving like a steward and I liked the servant model that is based on Jesus Christ serving His disciples and people.	11/28/2023 10:24 PM
5	I do really have a lot of motivation and spirit in doing my work. Having a group that always discusses some helpful, informative and joyful topics in a blessing atmosphere. I have improved my organisation management and leadership skills during this course.	11/28/2023 10:24 PM
6	This is more of a refresher course and also assist in sharpening ones skills. For instant Communication and Culture in Diaconia which influences organization development tools.	11/28/2023 10:23 PM
7	It was very useful in my daily work as Responsible of Diaconia within Presbyterian Church, since I am now able to communicate effectively with others and power delegation.	11/28/2023 10:23 PM
8	I have been so motivated by all the various lessons	11/28/2023 10:22 PM
9	I've gained a fundamental understanding of the term "Diakonia", e.g. Christian social action, and its aspects related to development, and leadership and communication skills based on diaconal values; which means working as an individual or a church or as an NGO in this unequal world.	11/28/2023 10:22 PM
10	I have been working in the development sector for over 15 years, and have been involved with the church since my teenage years. I have always had a passion for spiritual and personal growth, and the knowledge and experience of the CDL course have renewed my thoughts and will help me to work more effectively in both sectors.	11/28/2023 10:20 PM
11	Before this course I was considering my self an employee only working in a mission organization equivalent to working in any secular organization and I don't value my contribution as a diaconal service.	11/28/2023 10:20 PM

Q3 How do you think the knowledge and experience, you have gained so far at CDL, has impacted your ability to lead diaconal/developmentwork:

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES	
helped me a lot	100.00%	11
been helpful to me	0.00%	0
made no difference	0.00%	0
I don't know	0.00%	0
Total Respondents: 11		

#	YOU MAY COMMENT BRIEFLY ON YOUR ANSWER HERE:	DATE
1	It has impacted my ability to know the the purpose and concepts of Diaconal and how to serve the needy.	11/28/2023 10:27 PM
2	Practically we have assessed our organization development through different technics leant in CDL and planned to share findings with our leaders. Secondly personally as leader of department, I leant different techniques on how I can be a good leader at the same time helping my colleagues too with following the example of Jesus and Biblical perceptive, change in attitude, conflict resolution and organization values.	11/28/2023 10:27 PM
3	Organizations are managed and served by people with differences of needs and opinions, which acceptance is critical to organizational advancement.	11/28/2023 10:24 PM
4	Yes! It's pretty sure that the gained knowledge and vast experiences of the teachers would be used in my personal life and professional as well. This learning will be shared with my collogues, team members, volunteers, youth groups and community members as well. They will benefit indirectly through the learning I have learnt here.	11/28/2023 10:24 PM
5	more information and knowledge I can share with my colleagues in meetings or daily conversations.	11/28/2023 10:24 PM
6	Leadership is a skill. Being a leader does not mean you are always perfect. This has been one of the elements revealed by the sessions. As servant leader type will improve development in my context and this will improve the my organization impact.	11/28/2023 10:23 PM
7	It was very useful in my daily work as Responsible of Diaconia within Presbyterian Church, since I am now able to communicate effectively with others. In addition, I knew how to formulate a short message, meaningful and attractive which will help me to raise the advocacy for the beneficiaries.	11/28/2023 10:23 PM
8	The knowledge and experience i have gained so far at CDL has impacted my ability to lead development work in my organisation as well as my community	11/28/2023 10:22 PM
9	I'm inspired to continue to develop leadership abilities and skills and I'm able to facilitate development work based on diaconal values.	11/28/2023 10:22 PM
10	As a portfolio coordinator for KIA in Bangladesh, the CDL has boosted my confidence and knowledge to lead KIA's activities through our 11 partners.	11/28/2023 10:20 PM
11	The cross cultural communication helped me a lot how to explicitly communicate.	11/28/2023 10:20 PM

Q4 How helpful do you think the subjects of the Fall semester will be for you in your work in your church/ organization?

Answered: 11 Skipped: 0

	VERY HELPFUL	HELPFUL	A LITTLE HELPFUL	NOT AT ALL HELPFUL	NOT PRESENT/ DON'T KNOW	TOTAL
Diakonia	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Culture and Communication	100.00% 11	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11
Organisational Development	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Value-based Leadership	100.00% 11	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11

#	ANY SUGGESTIONS OR COMMENTS CONCERNING THE TEACHING AND THE SUBJECTS IN GENERAL.	DATE
1	All the teachings and subjects were presented based on the curriculum.	11/28/2023 10:27 PM
2	Teaching methodology is good, as the course is being delivered in practical way and sharing of experience within students.... individual work and group work. I really appreciate it. The only area to improve as we are busy with other works and miss some time lessons....If possible, share video records of the lessons ...secondly have a one combined module of the four major subjects can help as sometime if you miss the class, it is not easy to find yourself the many shared document or materials.	11/28/2023 10:27 PM
3	Permission to record for rehearsal purposes besides the reading exercises will be of added advantages. The subjects are being thoroughly taught, instructive with new interpretations and understandings and insights and were simplified.	11/28/2023 10:24 PM
4	All the subjects were very important for me and the teachers justified their teachings. They used very simple and easy ways to share their knowledge and life experiences that improved my own understanding and capacity about these subjects.	11/28/2023 10:24 PM
5	Course Presenters were good in articulating. The information was shared in a clear way. Presentations on PowerPoint and teaching notes are useful.	11/28/2023 10:23 PM
6	The Church and Partners can provide a support for future sharing skills (training for other staff who didn't follow the course)	11/28/2023 10:23 PM
7	The teaching and the subjects in general has been very helpful based on the content and methodology of the various Tutors has impacted their knowledge.	11/28/2023 10:22 PM
8	I'm able to take on responsibilities on management and leadership in organizations whose actions are related to diaconal and development projects.	11/28/2023 10:22 PM
9	All of the subjects in the fall semester are both interesting and necessary. The teaching style used on Zoom is quite effective and satisfactory. I have a suggestion for future subjects: it would be great if topics such as Climate Change and Human Rights could be included.	11/28/2023 10:20 PM
10	All the courses are very interesting but only tiresome with works in office and most of the time I end up completely exhausted after the lessons.	11/28/2023 10:20 PM

Q5 How have you experienced this?

Answered: 11 Skipped: 0

	VERY GOOD	GOOD	NEITHER GOOD OR BAD	NOT GOOD	DON'T KNOW	TOTAL
The way the course is organised	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
Course introduction and information material	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Study techniques	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
The social atmosphere in the class	36.36% 4	54.55% 6	9.09% 1	0.00% 0	0.00% 0	11
The content of the homework	36.36% 4	54.55% 6	9.09% 1	0.00% 0	0.00% 0	11
The amount of homework	18.18% 2	63.64% 7	9.09% 1	0.00% 0	9.09% 1	11
The usefulness of the Reflection Journal	81.82% 9	9.09% 1	9.09% 1	0.00% 0	0.00% 0	11
Devotions	54.55% 6	45.45% 5	0.00% 0	0.00% 0	0.00% 0	11
Team time	36.36% 4	54.55% 6	9.09% 1	0.00% 0	0.00% 0	11

#	SUGGESTIONS OR COMMENTS CONCERNING ANY OF THE QUESTIONS?	DATE
1	None	11/28/2023 10:27 PM
2	The study techniques were professionally good in terms of group discussions, evaluation (questions and answers) rehearsals /reviews and the journal reflections helped to recall what was learned.	11/28/2023 10:24 PM
3	The organizer has done a great job and put all efforts to keep everyone on track although all students belong to different cultures and regions but our teachers were very kind and acknowledged our cultural values during the discussions and allowed us to share our personal and professional experiences relevant to the course topics.	11/28/2023 10:24 PM
4	Not sure if one understand reflection. It is deemed too short. Maybe a format needs to be clear and also whilst in class be granted opportunity to reflect and use that from chart box. Break Away groups and connection problems make the effort on team time not stable. The part on homework as 8 hours one did not clearly visualize it as a result at the beginning it was a bit of a problem. However, after discussion this was made clear, and it is more possible now. I further suggest that on course outline the times not be separated and be indicated as 16 House maybe split the 8 hours of home work between monday, wednesday and friday and have it reflected on the course outline.	11/28/2023 10:23 PM
5	I don't understand what you call, the amount of homework	11/28/2023 10:23 PM
6	Especially the course introduction and information materials has been very helpful	11/28/2023 10:22 PM
7	We are in a good atmosphere in class and the teachers are very kind and patient toward us	11/28/2023 10:22 PM
8	I suggest that in addition to Zoom classes, students would benefit from in-person classes and hands-on experience.	11/28/2023 10:20 PM
9	The homeworks are very relevant but tend to be tiresome with work routines. The team time is	11/28/2023 10:20 PM

also good though not as in the case of physically being together.

Q6 What are the benefits and challenges of doing this course while you also work in your organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	The main benefit is to utilize the knowledge I have gained for my Organization and the needy.	11/28/2023 10:27 PM
2	The benefits are so many while attending this course and doing the work as students are well placed people in the organization who can change and influence positively the use of skills learnt. Challenges are also there but the main one is other conflicting activities that make people busy and not attending class as we work with different donors who are not flexible to change timeline of working with them and all of responsibilities.	11/28/2023 10:27 PM
3	Benefits are the knowledge and skills that will help bring new prescriptions of ideas to make the organization more relevant. Episcopal will power and space for application may be a challenge.	11/28/2023 10:24 PM
4	The organization got the benefit from this course that one of the team members has got a chance to become a part of this important course CDL. He is a capital for the organization to help the others as well. There was not a big challenge on my part because I take it as an opportunity to improve my personal and professional skills. Thanks to REEDS, my organization that allowed me and thanks to Kerk in Actie - The Netherlands that supported financial assistance.	11/28/2023 10:24 PM
5	I have more information and knowledge that is needed by my organization through this course. Challenges : resolved so far	11/28/2023 10:24 PM
6	Topics are relevant and applicable into my day to day work. This has improved my relationship with staff and made me to understand management better.	11/28/2023 10:23 PM
7	The Benefit for me is getting a new skills related to my responsibility. While, the challenge was that I knew the information of course after doing the annual plan of my work which was sometimes disturbing my attendance during the course	11/28/2023 10:23 PM
8	The benefits and challenges of doing this course whiles engage in my organization has helped me to strengthen and made me focus in work.This course has helped to plan my work while at work.I have done my best to balance my work through workable time table.	11/28/2023 10:22 PM
9	The organisation of the course and it's schedule are challenging me and leading me to discipline myself in order to be on time by doing the assignments and also being present in class on time	11/28/2023 10:22 PM
10	There are many benefits of taking this course, one of which is being able to apply what I learn in practical settings, such as conducting a short training on Daikonia for partners. However, I faced some challenges when I had to travel to the field for work. It was not always possible to attend class and it was also not feasible to reschedule or deny the partner's schedule.	11/28/2023 10:20 PM
11	It is tiresome to deal with all the course materials in detail and read both the homework and the supplementary materilas.	11/28/2023 10:20 PM

Q7 How has your participation in CDL so far influenced your relationship with your European partner organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	The knowledge I have gained will help us better interact and understand the partnership .	11/28/2023 10:27 PM
2	This ca be responded at two levels: at organization level, leaders are happy that we are being trained through the support of our European partner and are expecting to gain a lot from us (Students). At personal level, we have been sharing with them on how useful the training is only.	11/28/2023 10:27 PM
3	Our willingness to participate in the CDL shows commitment to the partnership and appreciation of their investment in continuous accompaniment in meeting the vision, mission and core values in sharing God's love.	11/28/2023 10:24 PM
4	Yes! I do feel.	11/28/2023 10:24 PM
5	Helping NLM Indonesia to develop a new structure and new project application. For instance: the organization development lessons were already presented by me in our board meeting (NLM Indonesia board meeting) while they were in the process of developing a new structure.	11/28/2023 10:24 PM
6	CDL has simplified roles on communication. The culture and communication. The focus on outreach as diakonia work as well as the importance of representation as part of organization development tool.	11/28/2023 10:23 PM
7	I like how the Staff of Kerk in Actie, especially the one who is in charge of our Region (Rev. Hette Domburg) conducted the followup to the course by asking us how we see and appreciate CDL	11/28/2023 10:23 PM
8	My participation in CDL so far has influenced my relationship with my European partners through my effective devotion towards various lessons	11/28/2023 10:22 PM
9	My participation in CDL brought me more closer to my European partner organisation. The leader of my European organisation is writing me from time to time to ask if the course is going on well. I really appreciate it a lot.	11/28/2023 10:22 PM
10	The relationship is growing stronger.	11/28/2023 10:20 PM
11	Helped me very much to clearly know that I am not an only an employee, rather a diacon.	11/28/2023 10:20 PM

Q8 Please reflect on your own development during your participation in this semester - personally, professionally and spiritually. What has your main outcome been?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Holistically, though all were good , the main outcome for me, was Culture and Communication.	11/28/2023 10:27 PM
2	This CDL course has contributed a lot personally in equipping me with positive changes in attitude, behaviors and values. Professionally the skills and experience leant have started being used in my organization and have been discussing with my colleagues whom we attend this course together that we will have time to share with our colleagues. Spiritually the CDL through devotion and experiences shared on how different organization do their work....I was inspired by planting churches; diaconal work is being done in their countries. This has reminded me to use Biblical experiences in our own life and professional work.	11/28/2023 10:27 PM
3	My greatest room for growth is in the areas of my greatest strength	11/28/2023 10:24 PM
4	When I reflect on my own development then I can say that there is development in all three aspects; personal, professional and spiritual.	11/28/2023 10:24 PM
5	Personally, this course helps me to be bolder, more focus on the diaconal and development work, and caring people. Professionally, refresh and strengthen knowledge about development work. Restructuring experiences into lessons about leadership in managed projects. And it can be developed and shared with others inside and outside the organization. Spiritually, realize the gifts that God has given and become more grateful. This gratitude is expressed in professionalism for diaconal work, serving others, and fighting for justice.	11/28/2023 10:24 PM
6	I am refreshed. The improved professional portrait gives me more confidence.	11/28/2023 10:23 PM
7	Personally: the course inspired me to improve my time of meditation Professionally: the course helped me to get new skills related to Diaconia Spiritually: I was learn about forgiveness	11/28/2023 10:23 PM
8	My participation in this semester personally has changed my mentality especially in most of the subjects,professionally it has shaped me in diverse ways and spiritually it has improve my relationship with my congregation and God	11/28/2023 10:22 PM
9	I've understood more clearly some of the lessons I did not understand during my course in 2012 in Aarhus. The training helps me to change my attitude, understand others and support them; communicate effectively with other people, employee, volunteers and also beneficiaries in my ministry and within the same organization.	11/28/2023 10:22 PM
10	This semester helped me grow more spiritually and become skilled professionally. I know myself in a different through the color profile and get guidance on how to shape my leadership style.	11/28/2023 10:20 PM
11	The subject diaconea and the servant leadership course helped me to practically relate my service with the service of our Lord Jesus Christ, that He was good servant leader and I also need to be the same.	11/28/2023 10:20 PM

Q9 How do you think, you will use what you have learned in your daily work in your organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Through workshops, Preaching, Teaching and seminars.	11/28/2023 10:27 PM
2	There are two ways of doing it: After training, I know and believe that will change the way of doing things, building teamwork and ensure Christian and organization values set and working hard toward my organization development Secondly through sharing skills learnt with my colleagues, I believe that my colleagues will also change and build our organization together	11/28/2023 10:27 PM
3	Work with the administration in creating space for application of the knowledge. This can be done through awareness, teaching seminars, youth conferences exposing our organizational culture for evaluation and relevance in these contemporary times.	11/28/2023 10:24 PM
4	In my daily work I am using the gained knowledge. As I already shared that we are students from different countries, so now I have an experience of different cultures with me when I share anything at any forum.	11/28/2023 10:24 PM
5	Sharing in daily conversation, Creating space for learning together, Sharing the materials and encouraging people to learn together. Using the lessons in strengthening the skills of the project team, the new project designs and following up the organization assessment action plan.	11/28/2023 10:24 PM
6	The skills on communication are vital. For me it has been that people are selective only to find out that communication skills are crucial to affect the receiver's interest. The definition of the term Diakonia along the unpacking of a Servant Leader notion taught me and motivated me more.	11/28/2023 10:23 PM
7	I am planning to organize a session for sharing experience. In addition, from next year, I will initiate to improve the participatory approach in my work	11/28/2023 10:23 PM
8	I will use what i have learned in my daily work in my organization by implementing most of the knowledge based in the various subjects which could be impacted in my organization.	11/28/2023 10:22 PM
9	Teamwork will be the DNA of a living organisation. No organization can survive if it is against itself. We have a great interest in walking together as a team to achieve our goals. I have to respect the core values of the organisation on a daily basis	11/28/2023 10:22 PM
10	As I mentioned earlier, the course is highly focused on practical application. Thanks to this, I have been able to use the learnings in my workplace on a daily basis. I will be assisting my partners in developing their organizations and providing training on leadership and communication skills.	11/28/2023 10:20 PM
11	Very much! I am not good communicator and tend to be introvert, otherwise I would like everyone in NLM and other Christian organizations to know what is in this program and be shaped that way.	11/28/2023 10:20 PM

Q10 Anything about the way this course is organised you especially appreciate or would suggest that we do in a different way?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	The Curriculum was adhered to.	11/28/2023 10:27 PM
2	I appreciate a lot how it is organized, practical sharing, individual and group works. Some of the proposed changes, I have mentioned it above. like having modules combined of every subject if possible.	11/28/2023 10:27 PM
3	The course is professionally organized in terms of its contents and relatedness and its mixed teaching strategies. The individual talks is an acknowledgment that every student is unique and therefore needs special attention and inspired self-confidence and sense of belongingness and care and love.	11/28/2023 10:24 PM
4	I do appreciate the efforts made to organize the virtual CDL course for me and others from different countries. Perfect!	11/28/2023 10:24 PM
5	All is great. Thank you for the opportunity	11/28/2023 10:24 PM
6	Thank you for taking your time in putting this course together. Even when there are challenges in language and connections. The organizers have been helpful and understanding. I am well pleased hoping that applying the information I have received here will help the lives of the people of KwaZulu Natal.	11/28/2023 10:23 PM
7	I thank our Facilitators, they use participatory approach, they listen to us during the course and during individual talk	11/28/2023 10:23 PM
8	The way the course is organized for which especially appreciate so much	11/28/2023 10:22 PM
9	From all the above, it should be noted that this course has contributed a lot to my acquisition of an inner enlightenment, a new way of seeing and understanding things, a new approach of North-South partnership and the way towards integral development. These three teachers who are teaching us during this first semester are very experienced and have proven their ability to pass on knowledge to others. They follow a well-defined program and everyone does their job with dedication.	11/28/2023 10:22 PM
10	This course actually inspired and motivated me to serve others. Become a mentor for others and influence others' lives based on the biblical way.	11/28/2023 10:20 PM
11	Had it not been costly and inconvenient, it would have been good if made in person and full time. The second option making it in the morning session when everyone is fresh or half in the morning and half in the afternoon.	11/28/2023 10:20 PM