

Q1 Please write your called name

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	-	6/19/2023 6:13 PM
2	-	6/19/2023 6:12 PM
3	-	6/19/2023 6:12 PM
4	-	6/19/2023 6:11 PM
5	-	6/19/2023 6:11 PM
6	-	6/19/2023 6:10 PM
7	-	6/19/2023 6:10 PM
8	-	6/19/2023 6:09 PM
9	-	6/19/2023 6:07 PM
10	-	6/19/2023 6:02 PM
11	-	6/19/2023 5:59 PM

Q2 How do you think the knowledge and experience, you have gained in the Spring semester of CDL has impacted your motivation to lead diaconal/development work?

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES	
made me a lot more motivated	63.64%	7
made me more motivated	36.36%	4
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 COURSES HAVE HELPED ME CLEARLY SEE NEGLECTED PERSPECTIVES IN MY ORGANIZATION'S WORK AND IN MY PERSONAL LIFE. I BELIEVE THAT THE CHURCH NEEDS TO EXPAND THE SCOPE OF ITS DIACONAL ACTIVITIES BY INVOLVING WOMEN, CHILDREN AND YOUTH. ESPECIALLY YOUNG PEOPLE ARE VERY DELICATE AND IMPORTANT TO CONSIDER IF THE CHURCH WANTS TO SUCCEED IN THE FUTURE.	6/19/2023 6:13 PM
2	Its help me to open my mind to think new, like the subject trauma healing .after the subject I feel we can help for many persons who are in trauma.	6/19/2023 6:12 PM
3	Both church and society as well as gender perspective on leadership provide new perspectives to enrich our understanding about leadership. On top of service as the core, we also should	6/19/2023 6:12 PM

use gender and societal angles to better analyze the needs and have deeper empathy with the people we want to serve. All those empower me more by answering the question of how to lead, in addition to why to lead.

4	The courses I have taken throughout my academic career have been instrumental in helping me shape my knowledge and aspirations. I have learned a great deal about different topics	6/19/2023 6:11 PM
5	The topics of the spring semester are very useful to me, especially the topics of project design, Gender Perspective on Equality and Leadership and Dialogue with Authority and Media, etc., which can be used directly in my daily work.	6/19/2023 6:11 PM
6	this course was helpful in terms of communication and how we use communication in our projects to be more successful (social media, pictures,..)	6/19/2023 6:10 PM
7	I feel like there is a lot can be improved about my work, so I believe I am motivated.	6/19/2023 6:10 PM
8	This semester is really very important because in this semester every subject is related to my work and also I have gain a lot of new knowledge that motivate me work and implement in my working space.	6/19/2023 6:09 PM
9	This course helps me to improve my commutation skills, and this has a good impact in my work in project management.	6/19/2023 6:07 PM
10	The CDL course has given me a lot of motivation on servant leadership approach to development work which makes the difference from other approaches to development work.	6/19/2023 5:59 PM

Q3 How do you think the knowledge and experience, you have gained in the Spring semester of CDL, has impacted your ability to lead diaconal/developmentwork:

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES
helped me a lot	63.64% 7
been helpful to me	36.36% 4
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	I learned a lot from the course Project Design. I believe this fits with my new position in the Church. I am now able to help colleagues from other departments and communities in better drafting development projects: Problem analysis - SMART objectives, clear LFA, sustainability and exit strategies... The GPL course also was a great learning time, I have improved my understanding of scriptures and I can now bring more in the discussions concerning the situation of women in my church and my community.	6/19/2023 6:13 PM
2	Project deign subject help me to practice practically for writing project proposal , Reflection Gods love ,children and youth these subjects are so helpful for me. Like Dialogue & Engagement with Authorities help me to negotiation.	6/19/2023 6:12 PM
3	refer to my answer to question no. 2. They're quite related.	6/19/2023 6:12 PM
4	The lectures, discussions, and team time have pushed me to think deeper and challenge my own ideas and beliefs. This has allowed me to understand better who I am and what I want to achieve in the future. All these experiences have helped me better understand the world and given me the confidence and ambition to pursue my dreams.	6/19/2023 6:11 PM

5	Most of the topics in the spring semester are based on the Bible and the church, giving us a better understanding of not only the ministry, but also the social work of the church.	6/19/2023 6:11 PM
6	we (sister Maria and myself) were thinking now how we can use this course after we finish and we did plans and has been approved by our leaders	6/19/2023 6:10 PM
7	My mind is broadened, and skills are developed.	6/19/2023 6:10 PM
8	I have learn new things and ideas that will help me develop my ability.	6/19/2023 6:09 PM
9	we have a plane to implements what we learned, and we discussed with our leaders.	6/19/2023 6:07 PM
10	The course has enhanced my knowledge that real leadership is by serving well.	6/19/2023 5:59 PM

Q4 How helpful do you think the subjects of the Spring 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
Gender Perspective on Leadership	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Project Design	90.91% 10	0.00% 0	0.00% 0	0.00% 0	9.09% 1	11
Trauma Healing and Counselling	63.64% 7	18.18% 2	18.18% 2	0.00% 0	0.00% 0	11
Church and Society	54.55% 6	45.45% 5	0.00% 0	0.00% 0	0.00% 0	11
Dialogue with Authorities and Media	45.45% 5	54.55% 6	0.00% 0	0.00% 0	0.00% 0	11
Children and Youth	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11

#	ANY SUGGESTIONS OR COMMENTS CONCERNING THE TEACHING AND THE SUBJECTS.	DATE
1	The materials are so helpful to prepare for the class	6/19/2023 6:12 PM
2	n/a	6/19/2023 6:12 PM
3	The courses I have taken have been incredibly beneficial to me, as they have been equipped with the right resources and teaching methods to ensure I learn the material thoroughly. The teachers have also been very encouraging, giving me the motivation to study harder and strive for success. The resources provided have included resources such as videos, books, and other materials that have helped me gain a better understanding of the topics. The teaching methods have also been quite effective, as the instructors have been able to break down the material in a way that is easy to comprehend. Additionally, the instructors have also been very helpful in providing me with feedback and assistance when I needed it. Overall, the courses I have taken have been great and have really motivated me to learn more and become a better student.	6/19/2023 6:11 PM
4	Both Lisbeth and Johannes are excellent, and I am very impressed by the other teachers who were invited to share different topics, and I am very grateful to be able to communicate with them in the course.	6/19/2023 6:11 PM
5	very good, I like the teaching and the subjects.	6/19/2023 6:10 PM
6	The all overall was nice and new experience for me.	6/19/2023 6:07 PM

7 Teaching was practical and more discussing and the subjects were very relevant for contemporary development approach.

6/19/2023 5:59 PM

Q5 How have you experienced this in the Spring semester?

Answered: 11 Skipped: 0

	VERY GOOD	GOOD	NEITHER GOOD OR BAD	NOT GOOD	DON'T KNOW	TOTAL
The way the course is organized	72.73% 8	27.27% 3	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
The social atmosphere in the class	54.55% 6	36.36% 4	9.09% 1	0.00% 0	0.00% 0	11
The content of the homework	54.55% 6	45.45% 5	0.00% 0	0.00% 0	0.00% 0	11
The amount of homework	36.36% 4	63.64% 7	0.00% 0	0.00% 0	0.00% 0	11
The usefulness of the Reflection Journal	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
Devotions	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
Team time	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11

#	SUGGESTIONS OR COMMENTS CONCERNING ANY OF THE QUESTIONS?	DATE
1	I like Devotions and team time.	6/19/2023 6:12 PM
2	n/a	6/19/2023 6:12 PM
3	wonderful time	6/19/2023 6:11 PM
4	The team time in this semester gives us more time to get to know each other and share information in life and work, which I like very much.	6/19/2023 6:11 PM
5	Everything is well organized.	6/19/2023 6:10 PM
6	The above issues makes the class more sociable and a fitting atmosphere for effective learning.	6/19/2023 5:59 PM

Q6 What has been the benefits and challenges of doing this course while you also worked in your organisation?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	I was able to positively integrate learning elements from this course into my daily work. These are practical tools that are easy to use on a daily basis.	6/19/2023 6:13 PM
2	I can use practically what I learned in my workplace but sometime when I need to go in the Field its taught for me to manage the time.	6/19/2023 6:12 PM

3	This year has been quite crazy as all the restriction measures against COVID-19 were suddenly lifted in China and I began to travel internationally quite extensively. Meanwhile, the workload from my job increased significantly, which posed a big challenge for taking this course as my time and energy is limited. I noticed there're visible divides on the issue of LGBT and gender-related discussions, which prompted me to think more about the issue and to realize how difficult to discuss about the issue in a faith-based society. This process definitely brings considerable benefits to me, as I began to see the challenges that are not existed in my culture and society while it's so widespread in Christian world. Again, it reminds me of respecting diversity, thinking in others' shoes, etc.	6/19/2023 6:12 PM
4	I am now better equipped to face real-life challenges and better understand how to work with people and resources. I am very grateful for the knowledge I have gained from this course and am confident that it will greatly help me in my future endeavors. One of the biggest challenges I had to overcome during the course was the network problem.	6/19/2023 6:11 PM
5	The abenefit is that the knowledge will guide our daily work and we can practice it every day. The course cycle and the time of the class is a big challenge for me.	6/19/2023 6:11 PM
6	the benefit is good to do practice everyday in our project and in our organization. we try to see what weakness and discuss with our leader and see how to we can solve it together. Challenges to adapt what we learn culturally, it isn't easy to implement every thing we should shape it to our culture.	6/19/2023 6:10 PM
7	Benefits: learn and practice at the same time, it is an effective way of absorbing new knowledge. Challenges: Don't have enough time to handle all the assignments after class.	6/19/2023 6:10 PM
8	It is benefits to have the class but for me it is very challenging of doing this course while I am working because sometime I need to go to field, give training and at the same time maintain the cost of the project.	6/19/2023 6:09 PM
9	I practice every day the knowledge that I get from this course. my challenge is how I can adapt this knowledge in my culture.	6/19/2023 6:07 PM
10	i gained additional knowledge about the subject matters, i started to apply the knowledge i got from the courses on my day to day activities, it encourages me to be committed and attain the class at the same time handling my office work,	6/19/2023 6:02 PM
11	This course has been very impactful and has sharpen knowledge on the dynamics of leadership. The challenge has been combining work schedule with meeting assignments timelines.	6/19/2023 5:59 PM

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

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Not a lot, Relations with European partners are institutional relations. I regularly give feedback to the European partners on the progress of this course - I think they appreciated that the courses had a good impact on my work.	6/19/2023 6:13 PM
2	Make a good relationship and help us to know each others .	6/19/2023 6:12 PM
3	The fact that I'm a CDL fellow definitely provides a very good reason to bring me and our European partner organization closer. When i was in Geneva in March and April and May, on multiple occasions, I'm inquired about my experience with CDL and the way vise visa. I also asked a lot of questions towards my European partner to gain better understanding about what's their expectations and objectives in supporting this program. I became more cherished of this wonderful learning and networking opportunity.	6/19/2023 6:12 PM
4	The courses offered by CDL have been instrumental in helping me to strengthen our partnership with the donors and help me to upgrade my profession. These courses provide me	6/19/2023 6:11 PM

with the necessary knowledge and skills to be able to effectively work with the donors and upgrade my skillset. The courses are designed to help me to understand the donor's needs and how to effectively meet them. And also help me to develop my leadership and communication skills essential for working with donors. Furthermore, the courses also equip me with the tools to analyze our donors' needs and develop strategies to meet them, which is essential for our partnerships. Moreover, the courses also help me in understanding the latest trends and developments in the field, which is essential for our profession. Ultimately, the courses from CDL have been very beneficial in helping me to strengthen our partnership with the donors and upgrade our profession.

5	I look forward to more opportunities for exchanges and cooperation with our European partners in the future.	6/19/2023 6:11 PM
6	the CDL was very useful to understand the culture of the European culture and helped me to have a good relation personally and professional with them. it became friendship not only partnership.	6/19/2023 6:10 PM
7	I appreciate this chance and many thanks to our partner. Our connection has been strengthened.	6/19/2023 6:10 PM
8	Good.	6/19/2023 6:09 PM
9	CDL course is very useful to understand the culture of European partner and also helps me to have a personal relationship with our partner.	6/19/2023 6:07 PM
10	participating the CDL program builds up the relationship we have with our Europe partners, we frequently communicate and we started to do our projects in a more effective way, we also make sure to secure the interest of our partners throughout our projects.	6/19/2023 6:02 PM
11	This course has created a more confidence and reliability between myself and the partners.	6/19/2023 5:59 PM

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

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Spiritually The devotions, prayers, and biblical sharing/testimonies made me discover other ways of living the faith in other contexts. I have been edified and taught a great deal. Professionally I learned techniques to use to develop good relations with authorities, to listen to and involve young people, to work with victims of trauma and to measure the activity of the Church in Society. I now know the best tips for developing a good project. Personally I have learned, and I have changed after this course.	6/19/2023 6:13 PM
2	For me Personally, spiritually, Professionally	6/19/2023 6:12 PM
3	Personally, I think I met my objective set for this course, that is, to gain better understanding of diakonia work. Professionally, I gained much deeper and richer thinking about the leadership. Spiritually, the course enlightened me a lot about the spirit of serving, being gratitude and being humble. The course opened a new world for me in terms of understanding and practicing leadership, which I see is closer to the essence of it. I'm really proud of this main outcome.	6/19/2023 6:12 PM
4	I tend to change my attitude and strive to maintain a positive outlook on life. I believe that having a positive attitude will help me to better handle difficult circumstances and challenges that will come my way. Proficiencies help to improve the quality of work and I have learned to focus my efforts on women and children ministry. I believe that by investing time and energy in these areas, I can make a difference in the lives of many people. Through my commitment to faith and service, I have learned that I am able to bring joy and hope to those in need. By continuing to focus on these areas, I am able to make a positive impact on lives and make a significant difference in the world.	6/19/2023 6:11 PM

5	First of all, my biggest benefit is to know partners from different countries and regions, and have a deeper understanding of the culture and religion of different countries, which will accumulate experience for my future international cooperation. Secondly, a lot of knowledge in the course can guide my work, such as project design, gender, communication and so on.	6/19/2023 6:11 PM
6	Our main outcome we have good knowledge now how to include the authority in our work and how to work together for my project and to put my project as interest for them.	6/19/2023 6:10 PM
7	Personally, what we have learnt can be used in our daily life, for example, the "dialogue with authorities and media" teaches us some universal communication skills other than what we could use in some certain circumstance. Professionally, I got to know some theories which can guide my actual work every day. Spiritually, I could feel the grace of the scriptures and it is quite interesting to study the different meanings between the lines of the scriptures.	6/19/2023 6:10 PM
8	Personally- Learn when to react and when to stop, how to answer and build relation. Professionally- Develop in my working space. Spiritually- it help me think of my church, youth and children also the leaders how to reach them and I study the bible to understand more. It let me read the bible.	6/19/2023 6:09 PM
9	we have a good knowledge now how to include the authority and how to work together in my project. and to put my project in interest for them	6/19/2023 6:07 PM
10	personally my level of knowledge has increased, i started to have a habit of reading, professionally i am applying the knowledge i got from the course in my day to day activities, for example i started to use the concept of diakona i always serve our beneficiaries with caring and good heart. Spiritually i started to involve in ministry activities in my church, i also started teaching/preaching the gospel to our beneficiaries, i also started leading morning devotions in our organization.	6/19/2023 6:02 PM
11	This course has; 1. opens me up for knowledge sharing 2. Build my development practice skills holistically. 3. given a sober reflection on matters of spirituality	6/19/2023 5:59 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	At the office, by asking the leaders, about the possibility of creating regular sharing time with my colleagues - then I will present what I learned and share with them. In my congregation, by bringing voluntary my knowledge during the various organised activities: formation, devotions, Christian activities...	6/19/2023 6:13 PM
2	yes I continue use my learned in my daily life and work organization	6/19/2023 6:12 PM
3	I used to look at my organization's work in a professional way, important as it is in terms of capacity, while the equally important is altitude and why we do it and in that way. I believe the advancement in the level of thinking of leadership will mean a lot in my daily work.	6/19/2023 6:12 PM
4	All in all, the lessons I have learned in the different topics have been extremely beneficial to both my personal and professional life and to the organization I am part of. I am confident that I will continue to use these lessons to make a positive impact in both my personal life and in the organization.	6/19/2023 6:11 PM
5	I will share all the knowledge and materials within my colleagues and use the skills that learned from the courses in my daily work, epecially the communicating skills.	6/19/2023 6:11 PM
6	yes, in our daily life we use what we learnt from the CDL course. we use the knowledge with our team in ANAFORA to empower them and to develop new skills using the skills we learnt.	6/19/2023 6:10 PM
7	I will definitely use the knowledge in my daily work, I have all the teaching material in my email, I may not memorize all of them at once but for sure I will check the relevant data when it is necessary.	6/19/2023 6:10 PM

8	There's a lot of learning that I can use in my organization. For example doing the project, working on LFA what I had learn in Project design and while working with different people like children and caregivers I will try to understand them more than before.	6/19/2023 6:09 PM
9	we use our knowledge with Anafora team to empower them and develop them with new skills.	6/19/2023 6:07 PM
10	i started to participate in leadership team, i started to use all project design contents while making proposals and projects, i started to give more time for our beneficiaries (street children) and listen them about their life situation, i even give advice for the kids.	6/19/2023 6:02 PM
11	I will apply this rich knowledge and experience acquired in everyday activities of the organization and even at the family level.	6/19/2023 5:59 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 methodology is perfect and makes the interaction between teachers and students easier. At the end, I would like to suggest a course on How to develop healthy workplace relationships in a Christian context and on the Management of conflicts in a workplace.	6/19/2023 6:13 PM
2	I never feel that we did online classes, I feel we are known each other a long time ago.	6/19/2023 6:12 PM
3	I appreciate the usage of a variety of teaching methods, including presentation, role play, group work, team time, film watching, etc, to cultivate a rich experience of learning though most of times the topics are pretty serious and abstract. The team time, devotion (sharing personal stories) add intimacy among teams and cultivate a strong sense of belongings. This helps overcome the disadvantage that we couldn't meet in person.	6/19/2023 6:12 PM
4	All are good, and there would be nothing to add or suggest since it was fun learning how it was presented virtually. In the future, it might be better if face-to-face class can be thought over to enjoy the lessons' lively environment.	6/19/2023 6:11 PM
5	Whether the course can be a platform for cooperation to build a long-term and effective network of partners in different countries and regions in the future.	6/19/2023 6:11 PM
6	The CDL course is very organized and include speakers from the field is very useful.	6/19/2023 6:10 PM
7	I want to say thank you to Lisbeth and Johannes, without your expertise, kindness and patience, I won't manage the study by myself. Also, many thanks to the other teachers, you have broadened my mind. I appreciate all the arrangement, which is so helpful and thoughtful.	6/19/2023 6:10 PM
8	No	6/19/2023 6:09 PM
9	it is very organized, and it is very good to invite a new speaker because the help us with a good experience.	6/19/2023 6:07 PM
10	The teaching method are very good and also the learning materials are very helpful, the extra reading materials given are also very important and it encourages me to read more. As a comment i want to tell you that the learning hours are not that much convenient, it is better to increase the number of class days in the week and shorten the class time/hour.	6/19/2023 6:02 PM
11	Leadership needs to keep up with the interactive and participatory nature of this course because it enhances effective learning.	6/19/2023 5:59 PM