

Q1 Please write your called name

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	-	6/23/2024 1:35 PM
2	-	6/23/2024 1:34 PM
3	-	6/23/2024 1:34 PM
4	-	6/23/2024 1:33 PM
5	-	6/23/2024 1:32 PM
6	-	6/23/2024 1:32 PM
7	-	6/23/2024 1:31 PM
8	-	6/23/2024 1:31 PM
9	-	6/23/2024 1:30 PM
10	-	6/23/2024 1:29 PM
11	-	6/23/2024 1:25 PM

Q2 How do you think the knowledge and experience, you have gained 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	I'm more open and available to do diaconal works without any interest or requirement.	6/23/2024 1:35 PM
2	This course enabled me to know the strategies of communicating effectively. In addition, I learned about doing the Project Proposal. This skills are very helpful in my daily work.	6/23/2024 1:34 PM
3	By making me the skills and insights to recognize new opportunities I did know before, motivating me to take advantage of them.	6/23/2024 1:34 PM
4	My radical attitude has been more equipped by calmness and understanding	6/23/2024 1:33 PM
5	The knowledge of Diaconal has increased my passion to care for the poor, needy, sick , disabilities and to extend my out reach activities.	6/23/2024 1:31 PM
6	CDL course has opened my eyes to see, hear and work hard in a professional way my duties in regard to diaconal and developmental works. The spiritual linkages on what we do and how	6/23/2024 1:30 PM

	we should serve God through our work. The course has really increased my motivation.	
7	I have been more motivated to lead development work in my organization since I am involved in developmental work	6/23/2024 1:29 PM
8	It made me understand well what I am doing for whom and helped me to understand my calling as a Christian.	6/23/2024 1:25 PM

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

Answered: 11 Skipped: 0

ANSWER CHOICES	RESPONSES	
helped me a lot	90.91%	10
been helpful to me	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	At CDL, I've learned a lot about leadership, teamwork, and problem-solving, which are all valuable skills in the context of diaconal and development work. The experience has taught me the importance of clear communication, empathy, and collaboration when working with different teams and communities. I'm equipped with the knowledge and necessary skills to lead effectively and to make a positive impact on the communities I serve.	6/23/2024 1:35 PM
2	It helps my ability since I am now able to work with others and it helped me to accept the ability of my colleagues in my work.	6/23/2024 1:34 PM
3	By the knowledge and experience I have gained at CDL, they have enhanced my perspective, broaden my skills, understand the organizational cultural nuances, enabling me to make informed-decisions	6/23/2024 1:34 PM
4	The data shared was able to improve my understanding of the role	6/23/2024 1:33 PM
5	The lessons provided are very relevant to the work, which makes it more joyful to work.	6/23/2024 1:32 PM
6	The knowledge and experience gained have improved my ministerial skills to establish a Diaconal ministry within my Parish.	6/23/2024 1:31 PM
7	CDL course is a practical course, which has improved and increased my knowledge in proposal writing, knowing how to support vulnerable populations in a sustainable way. in diaconal it is like this course changes my ability on how we see things, we treat and deal with problems. Different life skills on gender, communication, children, persons with disabilities and youth, etc aspects.....now we are capable and will try to integrate and contextualize the content to our organization.	6/23/2024 1:30 PM
8	The knowledge and experience gained has impacted my ability to lead in developmental work in my organisation	6/23/2024 1:29 PM
9	It helped me to know that I am given a lot and need to give forward and help other employees think this way.	6/23/2024 1:25 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	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
Project Design	100.00% 11	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11
Trauma Healing and Counselling	54.55% 6	45.45% 5	0.00% 0	0.00% 0	0.00% 0	11
Church and Society	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Dialogue with Authorities and Media	100.00% 11	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11
Children and Youth	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11

#	ANY SUGGESTIONS OR COMMENTS CONCERNING THE TEACHING AND THE SUBJECTS.	DATE
1	Our teachers have been encouraging us to think critically about the social, economic, and cultural factors that contribute to the challenges faced by communities. The subjects helped me work on field work, case studies, simulations and many insights	6/23/2024 1:35 PM
2	If possible, the CDL Team can do a published book on this topics so that other Scholars and Researchers can use it in referencing.	6/23/2024 1:34 PM
3	Each of these subjects provided and continue to provide important knowledge and skills that I will apply in various professional, organizational, community and personal contexts to propel positive change and development; gender perspectives to address and decrease gender disparities, promote gender policies and practices for inclusivity and equitability; Project design to effectively plan and execute projects, ensuring objectives are met within scope, time and budget; Trauma healing and reconciliation to help individuals recover from trauma and post Traumatic stress disorders; church and society to strengthen LCL's role in fostering community cohesion and support; dialogue with authority and media to effectively communicate and advocate for issues with authorities and media; children and youth- knowledge and skills to support the development of children and young.	6/23/2024 1:34 PM
4	The teaching and subjects were properly organized and presented well.	6/23/2024 1:31 PM
5	All the subjects chosen are very helpful to our organization. But knowing and having strategy in place to contextualize the learning is critical. Based on the political aspect and values of our organization some topics needs further analysing internally within our organizations while others are very practical and technical which needs just spreading the knowledge to our colleagues.	6/23/2024 1:30 PM
6	The subjects have been very interesting and the teaching very inspiring	6/23/2024 1:29 PM
7	Trauma healing and counseling is crucially important in my context and I need more to know more about.	6/23/2024 1:25 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	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
Course introduction and information material	90.91% 10	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11
The social atmosphere in the class	63.64% 7	36.36% 4	0.00% 0	0.00% 0	0.00% 0	11
The content of the homework	72.73% 8	27.27% 3	0.00% 0	0.00% 0	0.00% 0	11
The amount of homework	54.55% 6	36.36% 4	0.00% 0	0.00% 0	9.09% 1	11
The usefulness of the Reflection Journal	81.82% 9	18.18% 2	0.00% 0	0.00% 0	0.00% 0	11
Devotions	63.64% 7	36.36% 4	0.00% 0	0.00% 0	0.00% 0	11
Team time	63.64% 7	36.36% 4	0.00% 0	0.00% 0	0.00% 0	11

#	SUGGESTIONS OR COMMENTS CONCERNING ANY OF THE QUESTIONS?	DATE
1	Though most of the students have been facing internet issues the social atmosphere of the class is very good.	6/23/2024 1:35 PM
2	no comment	6/23/2024 1:34 PM
3	The reflection journals were very good in that it helped me to be come more aware of my thoughts, emotions, behavior, encouraged continuous learning and gave me a sense of accountability-I always knew I had to account to my lecturer through reflection journaling.	6/23/2024 1:34 PM
4	The Reflection Journals helped me to remember the things I have learned.	6/23/2024 1:31 PM
5	Generally, it is good experience.	6/23/2024 1:30 PM
6	I am suggesting that these course to be extended towards the period we started	6/23/2024 1:29 PM
7	The assignments, homework, reflection journals, and even the evaluation feedback are very nice but only time constraints to deal with them with the needed standard.	6/23/2024 1:25 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	Benefits: - Practical application: I can test the strategies I've learnt in classroom in real world situations. - Networking: we have formed a network as classmates to connect, collaborate and even for further carrier opportunities - Personal growth: I've gained new skills that I'm applying directly in my work and also, I've acquired the ability to manage my time to study while working. Challenges Time management: in the beginning I was struggling on how to balance work, study and family life. Financial challenges: I have to renew my monthly payment of my Wi-Fi at home and pay additional data for my phone in case the electricity if off. My computer has crushed and needed to buy a furbished one and later another laptop from Denmark by my Danish partner. Changing computer has caused disorder in my calendar and document filing	6/23/2024 1:35 PM

2	As the Participants of the Course are workers, it is not easy to follow the sessions two days in week. If possible in future, days can be reduced at least one day per week	6/23/2024 1:34 PM
3	Frequently applied the new knowledge and skills in my job; also broadening both my study and work performance. Balancing the two responsibilities improved my ability to manage time and organizational tasks. Challenges: Conflicting priorities-deadlines for submission of home works and emergency performance of organizational responsibilities; had limited personal time. Over and above all, I developed strong organizational skills and a supportive work environment.	6/23/2024 1:34 PM
4	The time has been a bit of a challenge, time to plan and homework's was omitted from my side. The content in the course was very beneficial	6/23/2024 1:33 PM
5	Balancing a course with work responsibilities can bring about numerous benefits as well as challenges. However, the course has brought me many benefits, such as enhancing my skills and knowledge and increasing my efficiency.	6/23/2024 1:32 PM
6	Obviously the material provided by this course has improved my ability to work, especially for communication, project and organizational development and diakonia. The challenge, however, is the 6pm-10pm start time here. But looking at the benefits, it seems to be worth it.	6/23/2024 1:32 PM
7	As a pastor, I have gained new insight in biblical knowledge. My relationship and interaction with children and young people has grown. Challenges: no current, difficult to access internet.	6/23/2024 1:31 PM
8	I feel blessed to have had the opportunity to be a student in the CDL course through my organization, REEDS Pakistan. I am grateful to the Pakistan Program Coordinator from KIA for recommending me for this course. Thankfully, I faced no significant challenges in attending the course, as my organization fully supported me. I want to express my gratitude to my Executive Director, Shahid Saleem, and the KIA Coordinator for the Pakistan program Sebastian Justin, who both provided moral support and stayed in touch throughout the course. Despite the class time being from 4 - 8 pm (Pakistan time), which was almost after office hours, I managed to balance my family and work commitments. I would often stay in the office to attend classes, and on public holidays, I joined from home. I thank God for making it possible with just a little effort on my part. Lastly, I extend my heartfelt thanks to my family for their cooperation and moral support, which played a crucial role in helping me continue and complete this course.	6/23/2024 1:31 PM
9	For sure and for me, this was very challenging. The reality of work and class sometime was conflicting, and I didn't attend as I wished. But again If you missed class, documents were there and require extra time to go through it alone, lack experience and discussions of team mates. The benefits of cause are many as the course improved our ability, skills and will help us to improve our way of working....but again we shared practical experience based work we do.	6/23/2024 1:30 PM
10	The course has been challenging especially when it has been more focused on online and also I have able to balanced my working period and the course.	6/23/2024 1:29 PM
11	The benefits are that we can directly relate the lessons and experiences to our day-to-day practical experience. The challenges are competing interests from work and the time needed to fully deal with the course.	6/23/2024 1:25 PM

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

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	My participation in CDL has enhanced my communication with my Danish partner organization. They see me as a well trained and equipped person to collaborate on joint projects. This brings trust and stronger sense of partnership and mutual commitment to common goals and principles	6/23/2024 1:35 PM
2	I now do my Reports clearly differently to he past before doing the course	6/23/2024 1:34 PM

3	The scholarship for my participation in CDL shows a stronger, more dynamic and mutually beneficial relationship between the Lutheran Church in Liberia and our European Partner organization.	6/23/2024 1:34 PM
4	This will be noted on the outcomes of project proposal as it is one of the assignment tasks	6/23/2024 1:33 PM
5	The relationship became stronger and more meaningful.	6/23/2024 1:32 PM
6	It became easier, because I could better understand their perspective on things or decisions in the organization. The course also helped facilitate communication with them	6/23/2024 1:32 PM
7	I believe it is cordial.	6/23/2024 1:31 PM
8	Very well.	6/23/2024 1:31 PM
9	We are very thankful for our partnership with our European partner, as it is because of them we have attended this course. we work with them in different project and with this course we have realized that some new suggestions of project will come up.	6/23/2024 1:30 PM
10	My participation in CDL influenced my relationship with my European partner organization through my attitudinal concept	6/23/2024 1:29 PM
11	Good.	6/23/2024 1:25 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	The skills and knowledge gained through the course have enhanced my professional development and leadership capabilities. This is why my leaders, and our partners can count on me. I can take on leadership roles and contribute to strategic decision-making processes within our church and community. The devotions at the beginning of each class have forged my prayer life and remind me to pray each morning without excuses as I used to do. Now I'm brought to start my days with Bible reading and prayer.	6/23/2024 1:35 PM
2	Preparing the effective devotion in short time.	6/23/2024 1:34 PM
3	Personally, the Spring semester gave me valuable insights into organizational cultures and value-based leadership, expanding my toolkit as a pastor and administrator develop meaningful learning experiences; the course was a inclusive experience that blended professional development, personal growth and spiritually enriching. Teaching is not just for imparting knowledge but it is also about nurturing minds and souls. Main outcome: Concepts about organizations and partners and the understanding I learned about phases and objectives in organizational change management-pioneering, developing, maturing and innovational phases.	6/23/2024 1:34 PM
4	I have learnt to be a more listener. My attitude has drastically changed towards reflecting on matters and addressing people.	6/23/2024 1:33 PM
5	The primary result of taking this course while working has been substantial and multifaceted growth. I have become more skilled and knowledgeable in my profession, more organized and resilient personally, and more reflective and grounded spiritually. This journey has not only enhanced my capabilities and performance but has also enriched my life with a deeper sense of purpose and fulfillment. The integration of learning and work has created a synergistic effect, propelling me toward continuous improvement and holistic development.	6/23/2024 1:32 PM
6	Personally, this course has helped me improve my leadership character to be more courageous, proactive, responsible, and to serve others. Professionally, this course has helped sharpen skills in development work. Spiritually, this course helps in spiritual growth and in becoming a Christian professional.	6/23/2024 1:32 PM

7	Personally, it has increased my knowledge and skills. Professionally, my preaching and teaching have greatly improved. Spiritually, I have grown.	6/23/2024 1:31 PM
8	This course has fostered my personal, professional, and spiritual development. The knowledge and methods I have gained from CDL are invaluable, significantly enhancing my quality of work and my ability to serve the community.	6/23/2024 1:31 PM
9	Personally, this course has helped me a lot. I have friends within my classmates and we will continue sharing experience. Spiritually I have realize that the Bible have everything and with each topic, there are some directive of the Bible. Professionally, as the in charge of diaconal and development in my church, I have enjoyed as I will use all skills in my daily work.	6/23/2024 1:30 PM
10	My participation in this course has developed me personally,professionally and spiritually through my perception of ideas.	6/23/2024 1:29 PM
11	I learned that I should listen to others, though I should not be misled by their views and perspectives.	6/23/2024 1:25 PM

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

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	I will be the example in everything as a role model. I want to develop a serving attitude in my leadership role I will share my knowledge and experiences with colleagues through capacity-building workshops, training sessions, or mentoring relationships. I will apply the principles of development, community empowerment, and social justice by promoting education for all, gender equality and child protection. I will use the tools to improve project design, monitoring and evaluation of our projects.	6/23/2024 1:35 PM
2	In my work plan, I organized the different trainings. Some of the content of Topics have reference in CDL Course	6/23/2024 1:34 PM
3	By applying what I have learned to provide insightful answers, assist meet challenges in timely manner, adapt to diverse issues and or situation that arise effectively, including supporting discussions, offering guidance where possible, contributing to community initiatives with my newly acquired knowledge and skills. All this will depend on the organization's episcopal will power and support.	6/23/2024 1:34 PM
4	All that was covered in this course is necessary in my organizational development.	6/23/2024 1:33 PM
5	The knowledge and skills gained from the course have been directly applicable to my job, allowing me to enhance my performance and contribute more effectively to my organization. Exposure to new ideas and concepts has sparked innovation and creativity in my work, enabling me to bring fresh perspectives and solutions to my organization.	6/23/2024 1:32 PM
6	Yes, definitely. The lessons from the course are very relevant and can be used in daily life and work. All documents will be saved and shared with the team, then discussed for greater understanding.	6/23/2024 1:32 PM
7	Knowledge will be used at the Lutheran University. Trainees/Trainers workshop for children and youth.. Seminars for staff to build their capacities.	6/23/2024 1:31 PM
8	I have been actively sharing what I've learned with my colleagues, youth leaders, and community members to ensure they can also benefit.	6/23/2024 1:31 PM
9	I have thing on 3 ways to use the skills leant: 1. There are skills and ability that I personally have as someone who attended the course and will use it on my daily work. 2. I am planning to share key learning with our colleagues in different ways like training, meeting and sharing of tools and documents. 3. There are some ideas that comes after being trained which needs critical thinking of the leaders.....I will share with them and take decisions on if there are feasible and how can be done.	6/23/2024 1:30 PM

10	I will use what I have learned in my daily work in my organisation or church by reflecting on most of the subjects in building up my capacity to help my colleagues or congregation.	6/23/2024 1:29 PM
11	Very much. Some I will apply in daily life and work, others I will try to orient my colleagues, and the rest will contribute to my stock of knowledge.	6/23/2024 1:25 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	- I appreciate group discussions, case studies and practical exercises. - I find this special when guest speakers share their experiences, challenges and other useful information from their works. Inviting guest speakers in the field of diaconal and development work provide new ideas and valuable insights and real-world perspectives. Suggestions - I suggest that practical application can be introduced into the curriculum, like internship or field experiences - Study trips can be organized in some of the countries where visa is easy to get so that students can gather together and have field experiences especially in project design, monitoring and evaluation of an ongoing project.	6/23/2024 1:35 PM
2	I have two suggestions: 1. If possible, future program should organize a kind of Field study (Study tour) so that people can learn some topics in Practical way either in Africa, Asia or Europe. 2. May CDL Team, see if it is possible to connect this program to one European University so that this can be an Academic Program.	6/23/2024 1:34 PM
3	This course is organized in very professional and systematic way that covered, meeting the objective of the curriculum in a sequential manner. Flexibility was balanced with professionalism, enabling psychological and emotional and spiritual support.	6/23/2024 1:34 PM
4	To at least plan it to be 2hours a day. 4 Hours can be long and concentration levels can be affected negatively.	6/23/2024 1:33 PM
5	I like the way the course is organized because it covers every aspect. Organizational development is like project design, while spiritual development is like Bible-based learning.	6/23/2024 1:32 PM
6	All is well. Thank you so much CDL for being a blessing to me and other students.	6/23/2024 1:32 PM
7	All the teachers were highly professional and to the point in their presentations. My thanks and appreciation to you all.	6/23/2024 1:31 PM
8	I would like to extend my heartfelt appreciation to the CDL management and teachers for their conducting this course. A big thanks also goes to KIA and REEDS Pakistan for their invaluable support.	6/23/2024 1:31 PM
9	I am happy and appreciate how this course is organized. One suggestion if possible, we can include recording of group discussions or presentations of classmates to help if someone missed class.	6/23/2024 1:30 PM
10	This course is well structured and well appreciate the Tutors for their excellent performance in their methodology in teaching us.	6/23/2024 1:29 PM
11	This one is good but face-to-face in a shorter period gives relaxation to participants with its disadvantage of completely detaching from work.	6/23/2024 1:25 PM