

DESK FOR HUMAN RESOURCES DEVELOPMENT

INTRODUCTION

The Desk for Human Resources Development (HRD), is responsible for programs related to education and training. In 2006 the following programs were active:

- ? The International Scholarship Program
- ? Short Term Study and Research Program
- ? Fund for Language Training
- ? Scholarship Fund for People with Disabilities
- ? Disability Ministry Funds

These programs are strategic tools aimed at strengthening the communion of Lutheran churches for holistic mission and making the churches more self-reliant in terms of human resources. The LWF member churches participate in God's mission through a rich variety of programs and projects. To be able to carry out their work, the churches need qualified staff trained in the areas in which they want to make an impact.

As strategic tools, the programs also promote an inclusive communion, by making educational funds available for women, young people, and people with disabilities. A regional balance is also taken into account in the allocation of funds.

All programs of the desk work in synergy with other departments and desks in the LWF, especially the DMD area desks. In workshops and individual meetings with church leaders, churches are encouraged to include planning for human resources development as part of their total strategic planning, aiming toward their full potential for service, and sustainability of the communion.

HIGHLIGHTS OF MAIN ACTIVITIES

The International Scholarship Program

The program provides support for short and long-term, academic and non-academic/practice-oriented programs in theology and other areas of study relevant to the work of the LWF member churches.

At least 40% of the scholarship funds are earmarked for women. If in a given year, there are not enough qualified applications for women, the balance of the budget is put in a women's fund to be used in following years. Even though recent years have seen an increase in women candidates for theological studies, there is still a much higher number of men candidates for theological scholarships. For non-theological study programs the gender balance is more even.

As a general rule, where possible, the LWF will support studies in the candidate's home country/continent. This is a strategic choice based on various factors. The LWF works to prevent brain-drain from member churches and countries in the South, which might occur when students studying overseas do not wish to go back home and contribute to the development of their home societies. A recent study shows a high rate of students

(approximately 82%) having received an LWF scholarship do return to their home church for service. In addition to those who came back to take paid positions in the church, church leaders also point to a wider benefit from the program in that trained persons not immediately hired by the church often work for the church on a voluntary basis. Both volunteers, and those in salaried positions in the church, are empowered to play an active role in society and thereby strengthen the church's role in civil society.

By sending students with secured financial support to schools and universities in the South the LWF contributes to stabilizing the economy of these training institutions. The program also aims at upgrading the academic levels of teachers in these institutions and training future teachers, in order to make institutions in the South independent and competitive in terms of human resources. In the distribution of LWF scholarships, the Scholarship Committee tries to annually meet these needs by including scholarships for higher levels of study where clear plans for future service exist.

Supporting higher education and strengthening study places in the South also promotes sustainable development. UNESCO challenges non-governmental organizations to participate in efforts to promote higher education, stating among other things: "Without adequate higher education and research institutions providing a critical mass of skilled and educated people, no country can ensure genuine endogenous and sustainable development."¹

The LWF received 341 scholarship applications from member churches in 2006. After a detailed screening process, the LWF was able to approve 76 individual scholarships and 4 group programs. The study programs range from a few months to several years. The LWF will only approve a scholarship for one degree at a time. Candidates who have received an LWF scholarship must serve their church for a minimum of two years before being eligible for another LWF scholarship.

The total budget for scholarships was USD 1,000,000 of which 500,000 was distributed for theological study programs and 500,000 for non-theological programs.

In theological study programs, 46% was given to women candidates and 54% to men. For non-theological study programs women received 53% of the funds and men received 47%. (For a more detailed overview of the distribution of scholarship funds, see Annex I.)

The need for training programs expressed in the scholarship applications reflect the many areas of work in which the churches are engaged. The non-theological scholarships included the following areas of study in 2006: social issues, women's rights, various programs in medicine and nursing, agronomy, education, public health, project management, accounting, nutrition, human rights, engineering, social work, and various study programs within communication and journalism, administration and management.

Most theological study programs were aiming at pastoral ministry, but within the programs approved, there were also programs for future teaching positions in theological faculties and Bible schools.

¹ World Declaration on Higher Education for the Twenty-first Century: Vision and Action and Framework for Priority Action for Change and Development in Higher Education, adopted by the World Conference on Higher Education, Higher Education in the Twenty-First Century: Vision and Action, 9 October 1998.

Scholarship Fund for People with Disabilities

One of the values of the LWF is inclusiveness. The LWF aims to empower the whole people of God for participation in God's mission. Therefore, when it comes to opportunities for education and training, it is important that people with disabilities are seen as valuable resources for the life and work of the churches. The Scholarship Fund for People with Disabilities was created in order to make sure that a percentage of the scholarship funds were earmarked for people with disabilities.

Since 1999, the Scholarship Fund for People with Disabilities has awarded scholarships both for theological and non-theological study programs. Three scholarships were given in 2006. One blind man from Africa received a scholarship for studies leading to a Diploma in Special Education. Two women from Latin America who use wheelchairs received scholarships for studies in Administration and Nutrition.

Short Term Study and Research Program

As increased demands for professionalism in all areas of work are placed on the churches, continuing education of staff at all levels is needed. The program tries to be an instrument that can respond quickly and flexibly to opportunities that arise during the year to send staff for short training programs relevant to their work. In reporting to the LWF, the recipients of funds focus on how the program has benefited them in their present occupation. In 2006, nine study programs received support from the fund:

- ? One person from Congo was trained in Conflict Resolution, Reconciliation and Peace for Christian Workers at Nairobi International Institute of Professional studies.
- ? One person from India received support to travel to Chicago to do historical research on the mission history of his church in the archives of ELCA. This was a shared project between the LWF and the ELCA.
- ? One person from Tanzania was trained in Family Counseling, with special emphasis on violence against women.
- ? One person from India participated in a Conference for Education of the Deaf in Australia.
- ? One person from Congo participated in a course on modern research methods in Communication, Development and Church Work, in Nairobi.
- ? One person participated in the Summer School of Neuendettelsau, Germany. The title of these courses were "Lutheran Theology and Spirituality in Global Context", and "Reconciliation as a Paradigm of Mission".
- ? One person from Argentina participated in a conference in Mexico entitled "Evolution, ET, and the Significance of Life in the Universe".
- ? The funds also gave support to in-service training for pastors in Sierra Leone, and a leadership workshop on good governance in the LUCCWA region of Africa. These programs were implemented by the DMD Africa Desk.

Fund for Language Training Courses

In the efforts to promote mutual exchange, accompaniment and sharing of resources within the communion, language barriers are often an issue. To help break down these barriers, the Desk for Human Resources Development for many years has administered a Fund for Language Training Courses. The fund gives financial support to pastors, church workers and other facilitators and coordinators who would benefit from language training.

During 2006, 20 persons from Africa, Asia, Latin America and Eastern Europe received support from the funds.

For more details regarding the distribution of funds, see Annex II.

Disability Ministry Fund

The LWF has, on several occasions, cooperated with the Ecumenical Disability Advocates Network (EDAN). For the 9th World Council of Churches General Assembly in Porto Alegre, Brazil, in February 2006, the LWF was asked to enable the participation of people with disabilities in both the General Assembly and the EDAN Pre-Assembly. Several of the 64 participants in the EDAN Pre-Assembly came from LWF member churches. The LWF participated, with a total of USD 10,000 for this event. The event included sharing experiences, Bible studies, discussions of the main topics such as globalization and violence against people with disabilities. They concluded with a Pre-Assembly Statement. A separate report has been published from this event by EDAN.

CONCLUDING REMARKS

Through education and training, churches and individuals are empowered to participate in the transformation of their local societies. To invest in Human Resources Development is a long-term investment that gives long-term results. The survey conducted by the HRD desk in 2001 saw individuals that have served their churches for 10, 20 and 30 years after such an investment. Sometimes only small amounts of money have been involved. Both for the individuals who were given the confidence and challenge, and for the church it has been a good investment. Human resources continue to be the most important resources the churches have in order to be faithful to the call and participate in God's mission to all creation.



Kristin Roaldseth Moyer
Secretary for Human Resources Development

Appendix I

Human Resources Development Program			Year: 2006			
The International Scholarship Program		Appl.	Funds	Statistics in Percentages		
Statistical Overview						
Non Theological						
Africa	Male	10	133,400	50%	26.7%	53.7%
	Female	10	135,000	50%	27.0%	
	Total - Africa	20	268,400	100%		
Asia	Male	9	77,700	45%	15.5%	34.3%
	Female	25	94,085	55%	18.8%	
	Total - Asia	34	171,785	100%		
Latin America	Male	14	22,600	38%	4.5%	12.0%
	Female	14	37,215	62%	7.5%	
	Total - Latin America	28	59,815	100%		
Total Non Theological		82	500,000			100%
Theological						
Africa	Male	6	65,700	38%	13.1%	34.4%
	Female	6	106,300	62%	21.3%	
	Total - Africa	12	172,000	100%		
Asia	Male	15	103,970	63%	20.8%	33.2%
	Female	10	61,800	37%	12.4%	
	Total - Asia	25	165,770	100%		
Europe, Central East	Male	4	40,300	97%	8.1%	8.3%
	Female	1	1,200	3%	0.2%	
	Total - Europe Centr. East	5	41,500	100%		
Europe, Nordic Region	Male					
	Female					
	Total - Europe Nordic Reg.					
Latin America	Male	24	60,137	50%	12.0%	24.1%
	Female	6	60,593	50%	12.1%	
	Total - Latin America	30	120,730	100%		
North America	Male					
	Female					
	Total - North America					
Total - Theological		72	500,000			100%
Non-Theological	33 males		233,700		47%	
	<u>49 females</u>		<u>266,300</u>		<u>53%</u>	
	82		500,000		100%	
Theological	49 males		270,108		54%	
	<u>23 females</u>		<u>229,893</u>		<u>46%</u>	
	72		500,000		100%	
People with disabilities	Non Theological					
Africa	1 male		8,000		19%	
Latin America	2 females		33,800		81%	
Total People with disabilities	3		41,800		100%	
GRAND TOTAL:						
76 individuals & 4 groups		157	1,041,800			
Financial Summary						
General Funding	Budget USD	Applications	Difference			
EED	500,000	500,000	-			
	500,000	500,000	-			

Appendix II

Support for Language Courses during 2006

Country/Church	Name of Student	Place of Study
Indonesia, Gereja Kristen Luther Indonesia (GKLI)	8 church workers, four men, four women	Indonesia
Thailand, ELC Thailand	Bishop Visanukorn Upama	Thailand
Congo, ELC Congo	Ms Josephine Sifa Furaha	Nairobi
Congo, ELC Congo	Ms Marie Siviri Maulizo	Nairobi
Kenya, ELCK	Rev. Charles Miyienda	Nairobi
Cameroon, CLBC	Rev. Philippe Wada	Cameroon
Czech Republic, SEAC	Rev. Roman Raszka	United Kingdom
Angola, ELC Angola	Rev. Tomás Ndawanapo	South Africa
Argentina, IERP	Dr Jerónimo Granados	Argentina
Colombia, ELC Colombia	Ms Rosa Elena Cortés Torres	Colombia
Colombia, ELC Colombia	Ms Claudia Gómez Torres	Colombia
Colombia, ELC Colombia	Ms Ivette Alexandra Nossa Perez	Colombia
France, ELC France	Ms Marie-Christine Michau	United Kingdom