



THE LUTHERAN WORLD FEDERATION

A COMMUNION OF CHURCHES – EINE KIRCHENGEMEINSCHAFT – UNA COMUNIÓN DE IGLESIAS – UNE COMMUNION D'ÉGLISES

LUTHERISCHER WELTBUND – FEDERACIÓN LUTERANA MUNDIAL – FÉDÉRATION LUTHÉRIENNE MONDIALE

Department / DMD

LWF-DMD COMPREHENSIVE CAPACITY DEVELOPMENT PROGRAM

(In cooperation with COS and relating also to other LWF Departments)

General Outline

1. This program shall address long term and short term **strategic Capacity Development** needs in LWF member churches.
2. Cooperation between churches in different regions and between different regions shall be ensured and **mutual learning** will be an important part of the program. Church partners can be involved as co-implementers and co-facilitators.
3. The program will be broad and **diversified, theologically based**, enhancing a culture of planning and cater to both short term and long term needs.
4. The activities will be designed in response to **specific needs** of selected member churches and normally a long term process is envisaged.
5. The respective member church shall have **ownership** of its specific program and it should be mainstreamed into the church's regular work.
6. Workshops will be organised in churches to ensure a **participatory** process to identify **needs** and design the specific programs.
7. The designed programs for different churches will then be **implemented**. The number of churches involved will depend on LWF capacity.
8. The specific CD programs can **include** eg:
 - Management and leadership skills
 - Human Resource Development, Planning and Management
 - Project planning, writing, monitoring, evaluation and reporting (PME)
 - Strategic planning
 - Organisational and financial sustainability
 - Theological training and reflection
 - Inclusiveness (gender, generations, disabilities)
 - Diakonia and other social ministries
 - Financial matters (technical and planning)
 - Audit, legal and constitutional matters
 - Conflict resolution and peace building



9. LWF views this program as an intensive way of **accompaniment** to strengthen institutional development of churches. **Impact monitoring** of different CD activities will be planned.

10. A network of **resource** persons (inside and outside churches) and organisations, used to work with churches, will be built up.