



THE AFRICAN LEADERSHIP INSTITUTE FOR
COMMUNITY TRANSFORMATION

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INFORMATION AND REQUIREMENTS FOR OUR PROGRAMME

Dates: 31st July – 24th October 2025

Venue: Western Cape, South Africa

Application submissions: admin@itl.org.za

Information & inquiries: office@itl.org.za

VISION: To see communities and nations in Africa and the world transformed through a new generation of Christian leaders.

MISSION: To empower emerging leaders to facilitate sustainable transformation towards healthy reconciled communities based on biblical principles.

OBJECTIVES:

- To serve the body of Christ internationally
- To transform communities for Christ
- To optimally build on community's assets
- To develop sound community transformation ethics

ALICT PROCESS AND CONTENT

- **Preparation phase:** Rooted in the church and community necessities & dreams, this stage helps participants prepare for tasks linked to the residential training as well as their return after the program.
- **Incubator phase (ALICT 12 weeks):** the residential part of the program. Sharing life with colleagues from over 20 countries, and attending engaging sessions facilitated by international experts, participants have an amazing opportunity to acquire new knowledge and skills, as well as to learn how to be more like Christ and how to become a community.
- **Sojourner phase (6 months):** The spaces and opportunities provided during the ALICT journey is a moment of reflection and self-awareness, that speaks of movement and transformation. To support this journey, ALICT pair the participant with an alumnus (**a sojourner**) for a **personalised and flexible 1on1 and small group journey process** that works from the inside out and focuses on the needs of the whole person. Through mentoring, coaching, counselling, teaching and advising, the participant will be loved, cared for and challenged to grow, transform and move closer to living an authentic life in and with Christ.

The sojourning process will be **for 6 months. The first three months are during ALICT (July-October)**, where the participant will meet with his/her sojourner on a weekly basis, both individually and as a small group. **Post ALICT**, he/she will meet with the sojourner twice a month for the remaining three months (**November-January**).

- **ITL Family.net:** An online portal connecting and equipping the ALICT-alumni network all over the world through various platforms. It provides the opportunity for growth and support through partnering in prayer, counselling, coaching, or seeing to any other need that might arise from an individual or group.

Online retreats have proven effective for personal growth, connectedness and to equip individuals or groups with Biblical principles.

This is the ideal portal for resourcing, whether for crowdfunding a community project or the sourcing of volunteers for projects or jobs. Alumni can also use this network for help and relief when involved in life-threatening scenarios like natural disasters, war, persecution, medical support, etc.

Topics addressed during the residential 12 weeks in ALICT include:

1. **Spiritual Leadership:** Biblical foundations, Prayer walk, 5 levels of leadership, Who is God?, Pride and humility, Self leadership, Levels of faith, Rhythms of life, Family, Fatherhood, Marriage, Spiritual disciplines etc.
2. **Personal transformation:** Johari Window, Habits, Calling, Identity, Support Community, Dealing with failure, EQ and self awareness, Perspective on money, Forgiveness, Public speaking etc.
3. **Facilitative leadership:** Facilitation skills and principles (communication, listening, decision making, asking questions), Team building, Experiential learning, Partnership, Networking, Conflict resolution.
4. **Empowering leadership:** Discipleship, Empowerment, Multiplication, Mentoring, Coaching, Training.
5. **Organizational leadership:** Project cycle management, Friendsraising, People management, Organizational development, Logframe, Leveraging technology.
6. **Entrepreneurial leadership:** Appropriate structure, Reading trends, Strategic entrepreneurship, Strategic planning, Innovation, System thinking, Creating a movement (CYCAS model), Cultural studies, Transformation of Culture.
7. **Transformational mindset:** Biblical worldview, Holistic transformation, Theology of transformation, Calling within sectors, Leadership within sectors, Transformation of institutions, Transformation in sectors (business, media, politics, church, education), Environment etc.
8. **Topics supporting the clusters 1-7:** DISC analysis, Compassion Day, Transformation of values and culture, Appreciative Inquiry, Faith project etc.

Assessment: As a follow-up to the program, it is essential to apply and further assess learning (to receive a certificate of completion). Participants will be required to submit several assignments before the end of the ALICT (incubator) phase focusing on integrating the learning in their own contexts, participating in projects, etc.

Notes:

Especially during the residential part of the program, a major emphasize will be placed on:

- a participatory training method which leads to an innovative learning environment where knowledge is gained, insight and ideas developed and applied with the assistance of peers and specialists;
- combining theoretical framework with practical applications and/or implications during the sessions facilitated;
- the intersection of faith and action on a daily basis.

Lecturers: We have assembled a team of some of the most highly sought-after and respected lecturers and experts in related fields.

Evaluation:	Marks
Pre-Course Assignment	5
Assignments (*6)	60
Peer Evaluations	5
Staff Evaluations (Sojourner)	5
Integrated Development plan	5
Transformational assessment – Sojourner assess individual development	5
Formation projects (Thank you Dinner, Tea party, Compassion Day)	5
Final exam	10
Total	100

REQUIREMENTS FOR ADMISSION:

1. Young adults, 23 – 35 years old (with limited exceptions).
2. Have at least matriculated/completed from high school.
3. Have complete commitment to honoring Christ and furthering His Kingdom.
4. Demonstrate Christian faith and commitment.
5. Have the necessary leadership potential and competency to facilitate a transformational project in their community (community can be geographic/ school/ business/ media/ church etc.). Please note that people in sport ministry have the focused ISLS and other trainings to equip them and our focus is therefore not on sport ministry applicants.
6. Have a passion for their community.
7. Someone who is considered a team player by their co-workers, supervisor, and other individuals.
8. Someone who have a commitment from the leadership of the church that gives them support (and/or the ministry network they are involved in).
9. Someone with the desire and ability to grow, learn and transform. An ideal candidate for ALICT shows an openness to participate and is also able to receive constructive feedback and coaching and use it to grow their capacity to lead.
10. Someone committed to empower others and effectively grow leaders who empower others.
11. Have shown vision and passion for community transformation through practical Kingdom initiatives with a traceable track record.

12. Have the ability to communicate (speak, read, understand and write) in English.
13. Someone with an open perspective, engage with diverse people and who is willing and able to bring meaningful contributions to the learning of fellow participants.
14. Someone who understands that the empowerment experience ALICT offers is not necessarily as he/she expects and therefore would be open to a different way of learning, growing, and transforming while living as a community with fellow participants, including challenges in a busy schedule with several assignments and projects.
15. Someone who will acknowledge and agree to the following:
 - a. internet availability is very limited during the ALICT program. No technology allowed during program sessions and activities. Also, will give preference to building relationships with peers and spending minimal time on devices for personal reasons.
 - b. *The program includes some sightseeing trips over weekends, but time for traveling, tourist activities or external visits by themselves will be extremely limited.*
 - c. For catering, meals are served mainly in community style and the selection of food will not be the same as home or what he/she is used to. (No a la carte menu.)
16. Someone willing to send requested reports to the ALICT office during the next 5 years.
17. Someone who will implement the learning experience he/she receives effectively in his/her context on his / her return. The support he/she will get from their church and/or others will determine the influence he/she will have as a community transformation facilitator.
18. Someone who is willing to not use their phone or any communication social media/online entertainment (*Facebook, Instagram, WhatsApp, Telegram, TikTok, YouTube, Netflix...*) from 8 am till 7 pm (SA time) except for specific arrangements concerning time zone, communication to family ect...and is therefore willing to leave his/ her phone in their room or in the office during the hours mentioned.
19. Someone who realizes that the impact of the use of technology and will prepare themselves for a shift away from technology towards leaving in community and face to face relationships, investing their time and energy in conversations and being present to the processes and opportunities to engage. Someone who is also willing to proactively anticipate and deal with the consequences of the impact of their normal use of technology that may become challenging when this is not available.

ALICT does not provide finances to pioneer or sustain participants' ministry or for their personal needs. It is important that:

- a. participants do not expect any future financial support for personal or ministry purposes
- b. participants will have a financial sustainable income for their personal needs and for the ministry (in other words that they will not expect on ITL to provide them an income)

ALICT APPLICATION AND SELECTION PROCESS

1- Application submission

Applicant submits the filled **Application form + Indemnity form + 2 reference forms** to admin@itl.org.za
If applicable, applicant to send any other additional documents requested by the office,

Deadline : 28th February 2025

2- Selection process - First phase

The ALICT Selection committee assesses all application and issues a 'NO', 'YES', 'MAY-BE' list.

3- Video and Interview

Depending on the outcome of the first phase and the applicant's status on the list, he or she might be required to make a short video followed by an interview (short online conversation) for the selection committee to proceed to final selection.

4- Final selection

Selection committee issues the final list :

- 'YES' : Selected 25 to 30 applicants who are given the opportunity to take part in this year's program.
- 'NO' : applicants who are not selected for this year but are encouraged to reapply in the future.
- 'MAY-BE' : applicants in a waiting list that might get the opportunity to take part in this year's program should one of the selected applicant (from YES list) is not able to attend.

5- Information

By end of April, the ALICT office informs the applicant on the outcome of the selection and communicates the course of action depending on his/her situation.

Thank you very much!