

How does CHAMP Programs “Employee Wellness, Support and Development Program” support LEA’s “Growing Deep” Policy?

CHAMP Programs:

- CHAMP Programs' Employee Wellness, Support and Development Program exists to develop happier, healthier, more positive employees.
- CHAMP Programs exists because its founder, Dave Shrowder, has listened to God's call to care for people in the workplace, believing that happier, healthier, more positive employees leads to better outcomes for all involved.
- Dave Shrowder has had almost 20 years' experience working with Lutheran schools around Australia administering the Lutheran Income Protection Plan (LIPP) and the Bupa Lutheran Corporate Health Insurance Plan.
- As a result of this strong association, CHAMP Programs is currently focusing on helping employees of Lutheran, Anglican and Catholic schools across Australia.

Growing Deep:

- Growing Deep outlines the goals for all Lutheran schools in Australia to be places of:
 - excellence in learning,
 - ongoing improvement and innovation,
 - strengthening Lutheran identity,
 - community building
 - leading effective organisation and management.
- Growing Deep sets out the guidelines for schools to achieve these goals, but it doesn't specify practical support and assistance for them to do that.

Growing Deep and CHAMP Programs:

- CHAMP Programs can provide practical assistance and structures to Lutheran schools to allow them to put the Growing Deep guidelines into practice.
 - CHAMP Programs' Survey includes questions that allow the identification of:
 - employees' strengths that can be developed.
 - areas of concern in the school that can be eliminated or at least reduced.
 - This will help:
 - employees find meaning in their life,
 - gives employees a sense of purpose and a sense of achievement.
 - fulfil the stated aims of Growing Deep
- While there is no doubt that a positive outlook on life has many benefits, many people are unsure how to develop a positive outlook, and indeed many might be unaware that it is something they can develop.

- Likewise engagement in one's occupation, as well as in activities outside of work has many benefits, but many people might not be aware of that.
- CHAMP Programs can help identify where assistance might be needed in these areas, and CHAMP's external providers can help meet those needs.
- CHAMP Programs utilises several providers who can assist:
 - with engagement at work;
 - with engagement in activities outside of work;
 - in helping employees build better relationships – both at work and at home;
 - in finding real meaning, and a sense of achievement in their life.

Purposes of Growing Deep

- To provide opportunity for all leaders in Lutheran schools to reflect on and plan for growth in their leading responsibilities, spiritual journey and ongoing formation.

Champ Programs help Lutheran School leaders:

- *Reflect. Self-Discovery occurs initially through the Survey, and then through appropriate seminars and workshops.*
 - *Plan for growth. Intentional growth plans are an integral part of the offering from CHAMP's providers. These workshops are specifically tailored for individuals and school leaders, that they may contribute to the culture, capabilities and practices of Lutheran Schools*
 - *Spiritual Journey. CHAMP Programs providers have a heart and passion for Lutheran Education. CHAMP shares with Lutheran Education and Growing Deep, the unique foundation of Lutheran Theology, seeking to share the grace and love of Jesus with the world in its own unique way.*
- To inspire and enable Lutheran schools to be places of service and transformation and contribute to the ministry of the LCA.

CHAMP Programs is not just a development organisation – it's a ministry to and for the world. CHAMP Programs seeks to add value to Lutheran Schools through providing practical pathways of transformation. Our providers do far more than provide workshops, pathways, and solutions – they care for people, seeking to build relationships that are mutually beneficial.

- To grow a common and consistent language that builds a shared vision and understanding of how each individual contributes to the school in the Lutheran context

As Lutheran schools choose to engage with CHAMP Programs and their providers, CHAMP, as a good servant to Lutheran schools, will embrace the language and vision of Lutheran schools, not just assenting to it with words and statements, but truly embodying the vision, valuing every member and school

within CHAMP programs, helping them to identify their unique contribution and benefit to the whole.

- To identify the practices and capabilities that contribute to improving student learning outcomes.

CHAMP Programs, through its Survey, can identify areas within the four Growing Deep capabilities where assistance might be required (growing oneself; engaging the community; leading the team; focusing on outcomes) and arrange for appropriate providers to meet those requirements.

Please note that even though the focus for CHAMP Programs is the wellbeing of employees, it does collaborate regularly with providers such as Geelong Grammar's Institute of Positive Education, Professor Lea Waters, the Centre for Positive Psychology at Uni of Melbourne and The John Maxwell Team Global Youth Initiative representatives to identify tools, dispositions, skills and systems that will also help students in their learning. CHAMP is able to share these resources with Lutheran schools as they work together.

- To clarify and develop an understanding of how God's word, Lutheran theology and spirituality informs leadership across all areas of responsibility.

Much of the Leadership Development provided by CHAMP Programs is based within an understanding of Jesus Christ as the model of leadership. Jesus served and sacrificed for his disciples, whilst also encouraging, correcting, empowering and equipping his disciples to lead His church whilst being led by the Holy Spirit. CHAMP Programs has the ability to select leadership development providers who embrace and practice the Lutheran faith.

- To connect all of our learning communities nationally, through shared vision and goals centred on formation and leadership

By working with CHAMP Programs, Lutheran Education will be able to form a strategic partnership where the vision and goals of Lutheran Education can be communicated easily and seamlessly to CHAMP Providers, enabling cultural growth at a local level to be supported in line with Growing Deep.

- To be used for strategic renewal and development at both a personal and school level

With the assistance of LEA, CHAMP Programs and CHAMP providers will be able to tailor workshops in line with Growing Deep to provide an additional avenue for renewal and development.