

AFRICAN SISTERS EDUCATION COLLABORATIVE (ASEC)

APRIL 1, 2019 TO MARCH 31, 2022
PHASE V

SISTERS LEADERSHIP DEVELOPMENT INITIATIVE

Cumulative Evaluation Report



PREPARED FOR: THE CONRAD N. HILTON FOUNDATION
GRANTEE: MARYWOOD UNIVERSITY
GRANT NUMBER: 16758

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Acknowledgements

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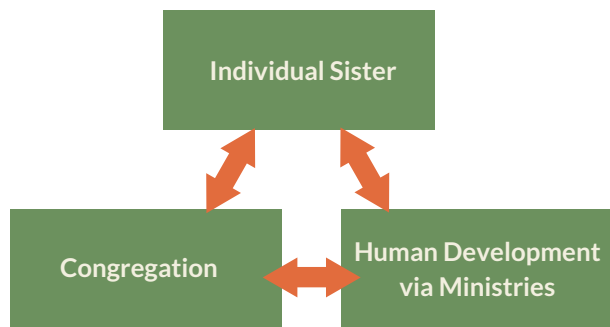
Suggested Citation: African Sisters Education Collaborative (ASEC) (2022, April). Phase V ASEC SLDI Cumulative Evaluation Report. African Sisters Education Collaborative Evaluation Report. Scranton, PA: ASEC.

On the Cover: SLDI Finance Track participants travel to visit the ministry of an SLDI alum as a field trip, part of the curriculum of the program, in Tanzania, May 2021.

To request a full copy of any of ASEC's evaluation reports, please contact tara.lopatofsky@asec-sldi.org.

Sisters Leadership Development Initiative (SLDI)

Program Evaluation Key Outcomes Phase V (April 2022)



The process of creating impact begins at the individual level as sisters gain relevant skills and leadership competencies, which they can then use to impact their congregations and ministries.



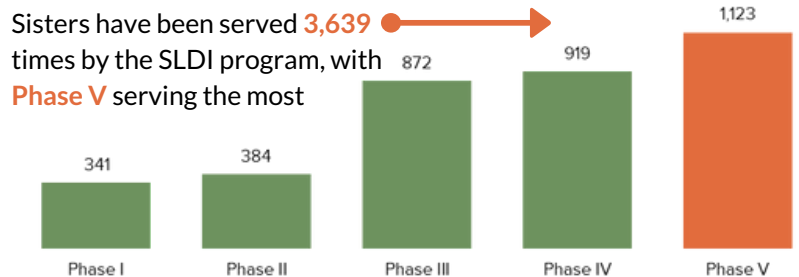
The SLDI grants have served **5,315 individuals** since 2007



SLDI alumnae served **2.3 million+** mostly in rural areas



SLDI alumnae created **4,200+ jobs**, aiding economic growth



ICB PILOT PROGRAM

The pilot Institutional Capacity Building (ICB) program to support congregations and national associations/conferences of religious in strengthening their internal systems was implemented in Phase V.



A total of 10 Superior Workshops were held in 9 countries in Phase V



National conference and congregation capacity building process concluded in Ghana & is in progress in Uganda



1 convening of the 2 congregations in Ghana was held in 2021 to build capacity in grant/proposal writing

INDIVIDUAL LEVEL IMPACT

Improved Leadership Perception 95% of SLDI alumnae improved their perception of themselves as leaders ($n = 831$) and 98% ($n = 841$) improved their relationships.

Use Skills Effectively 96% of SLDI alumnae use their skills effectively to benefit their ministries ($n = 848$) and 94% ($n = 844$) to benefit their congregations.

CONGREGATIONAL IMPACT

Strengthen Internal Systems 88% of SLDI alumnae contributed to the improvement of at least one internal system in their congregation ($n = 824$).

Financial systems and **human resource management** are the leading areas of SLDI alum initiated systemic improvements in their congregations.

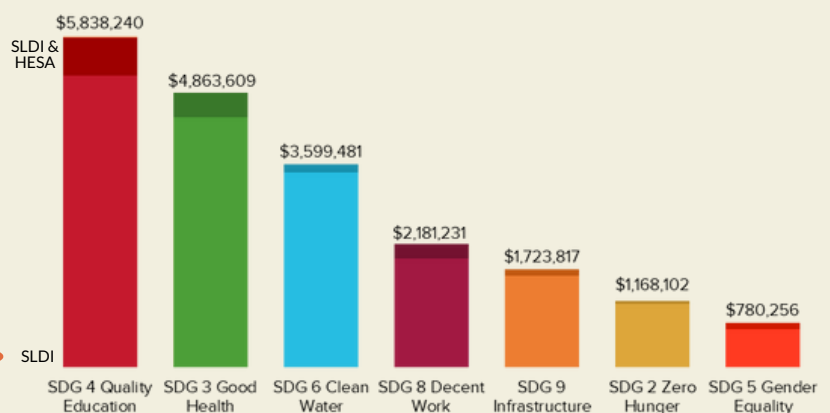
SLDI ALUMNAE ADDRESS HUMAN DEVELOPMENT NEEDS



SLDI alumnae have secured **\$22.1+ million** for projects that impact the UN Sustainable Development Goals.



48% of funding secured by SLDI alumnae supports urgent education and health needs.



Sisters Leadership Development Initiative (SLDI)



Phase V Executive Summary

In Phase V of the Sisters Leadership Development Initiative (SLDI) program, 3,618 unique sisters, representing 332 congregations, were served through workshops that focus on leadership, administrative, financial, and technological skills. In the program as a whole, an additional 1,697 stakeholders were served through partner conferences, workshops for congregational leaders, and other capacity-building workshops. Since 2007, the program has served a total of 5,315 individuals.

Program evaluation outcomes show that sisters who complete the program increase their practical skillsets, improve their leadership abilities, and express a desire to pursue higher education.

However the program faced challenges in Phase V, including: serving a growing number of alumnae, creating a centralized database of participant information, ASEC staffing transitions, and COVID-19 related lockdowns.

5 OBJECTIVES



Increase sisters' professional skills in leadership, administration, finance and technology.



Assist alumnae to become lifelong leaders, learners and educators, using their skills to sustain and enhance their ministries.



Support mentoring relationships to broaden the impact of the program.



Support alumnae and congregations in developing improved systems to strengthen their sustainability.



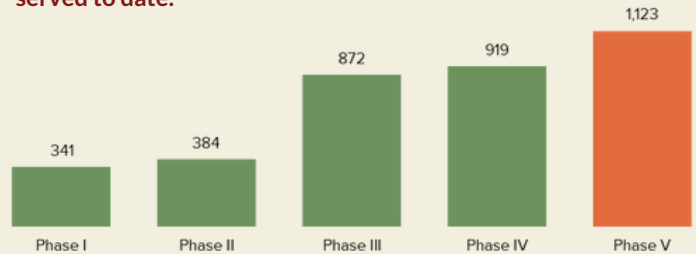
Disseminate best practices and learnings from ASEC and the SLDI program, as well as models of innovative access to leadership.

SLDI ALUMNAE CONTRIBUTE TO CONGREGATIONAL VITALITY

"The SLDI training has helped me to reach out to my congregation sharing new ways in which our charism can remain relevant to answer to emerging needs of the society therefore participating in the redeeming mission of Christ." -SLDI Alum, 2022

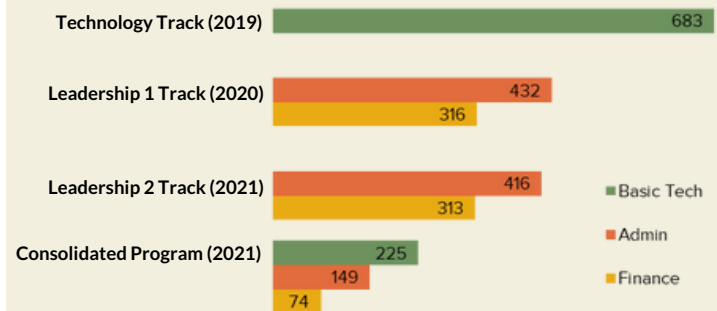
INCREASED PARTICIPANTS

The number of participants has increased over the course of the program with 3,639 total sisters (3,618 unique sisters) served to date.



Phase V served the largest number of participants to date, numbers include sisters served by the SLDI program more than once.

A total of 1,123 sisters (1,122 unique) were served in SLDI Phase V and 299 new sisters were recruited in Phase V, Year 3 alone.



INCREASED SKILLS



100%

of SLDI workshop groups in Phase V achieved statistically significant skill gains.



30%

of alumnae pursue higher education; 8% are students in ASEC's Higher Education for Sisters in Africa and/or Scholarship program(s).



Sisters Leadership Development Initiative (SLDI)

Phase V Executive Summary Cont'd



SLDI ALUMNAE ACHIEVEMENTS

96% are able to effectively use the skills learned in SLDI to benefit their ministries (n = 848)

93% are mentoring others after completing the SLDI program (n = 829)

88% have improved at least one internal system in their congregation (n = 824)

70% gained a new leadership role within their ministry after completing SLDI (n = 835)

45% serve as a resource person on grant-writing for their ministry or congregation (n = 795)

44% have submitted grant proposals after completing the SLDI program (n = 807)

After 15 years of implementation, SLDI evaluation outcomes indicate that program alumnae attain new leadership positions, act as first-time supervisors, and mentor employees and fellow sisters. SLDI alumnae have also shown success in grant-writing and resource mobilization, securing more than \$22.1 million for human development projects across the African continent. SLDI alumnae serve more than 2.3 million people through these funded projects.

In addition, alumnae work to strengthen the sustainability and effectiveness of their congregations through implementation of proper management systems. Within their congregations, alumnae develop strategic plans, implement financial management plans and procedures, and improve human resource management systems.

Although SLDI V was unable to meet several projected output and outcome levels under Objectives 2, 4, and 5, the program was widely successful in many key areas including surpassing the anticipated number served in the Phase by more than 513 sisters (nearly 84% over the estimated figure of 610 total served). SLDI Phase V has become the largest phase to date in terms of the number of sisters served and workshops facilitated. SLDI alumnae also heavily participated in the 2022 ASEC Alumnae Workshops, surpassing the estimated attendance rate for the first time since SLDI Phase III. In addition, despite hindrances caused by COVID-19 lockdowns and travel restrictions, the ICB pilot program was able to strengthen institutional capacity in national conferences and congregations in Ghana and Uganda.

Assisting Cameroonian Refugees in Nigeria Sr. Virgilia Zamah Bih, TSSF



Since 2017, more than 70 thousand refugees have fled to Nigeria due to violence in the northwest and southwest regions of Cameroon. SLDI alum Sr. Virgilia Bih Zamah, who belongs to the congregation of the Tertiary Sisters of St. Francis in Cameroon, works as a Parish Secretary for her congregation and through her funded projects serves refugees in Nigeria. She applies the skills learned in SLDI to help refugee youth, by not only providing them with meals but teaching them lifelong skills to generate income.



ALUMNA SPOTLIGHT

FUNDS FOR HUMAN DEVELOPMENT

\$22,137,061

secured by SLDI alumnae* to improve education, healthcare, social services, access to clean water and sanitation, and much more.



2,387,620 served by SLDI alumnae



4,287 jobs created by SLDI alumnae



25,165 mentored by SLDI alumnae

* excludes funds secured by SLDI mentees and HESA alumnae