

**APRIL 1, 2023 - MARCH 31, 2024**  
**PHASE VI, YEAR 2**

# **SISTERS LEADERSHIP DEVELOPMENT INITIATIVE**

## **Progress Evaluation Report**



**PREPARED FOR: THE CONRAD N. HILTON FOUNDATION**  
**GRANTEE: MARYWOOD UNIVERSITY**  
**GRANT NUMBER: 28215**  
**REPORT DUE DATE: APRIL 30, 2024**

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# Acknowledgements

This report was prepared by the Monitoring & Evaluation Unit within the African Sisters Education Collaborative at Marywood University.

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**Suggested Citation:** African Sisters Education Collaborative (ASEC) (2024, April). Phase VI, Year 2 ASEC SLDI Progress Evaluation Report. African Sisters Education Collaborative Evaluation Report. Scranton, PA: ASEC.

**On the Cover:** Sr. Gwendoline Kuki, SUSC, an SLDI Administration Workshop participant with students in Eastern Cameroon.

To request a full copy of any of ASEC's evaluation reports, please contact [research@asec-sldi.org](mailto:research@asec-sldi.org).

# Sisters Leadership Development Initiative (SLDI)

Program Evaluation Key Outcomes Phase VI, Year 2 (April 2024)



## 4 OBJECTIVES



Increase the **leadership, administrative, financial, and technology competencies** of SLDI participants.



Assist **SLDI alumnae** to become lifelong, learners, educators, mentors, and leaders who use their acquired skills and knowledge.



Create a **pathway to institutional sustainability** for ASEC and congregations of women religious.



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



The SLDI grants have **served 6,786 individuals** since 2007

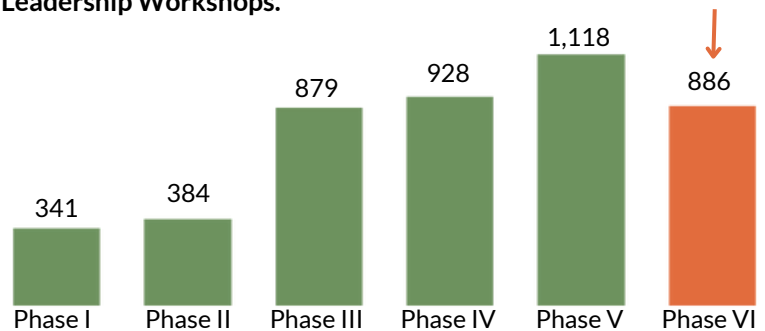


**37 Leadership Workshops** (18 AD, 15 FN & 4 AWD) held in Year 2



**1,200 ASEC annual newsletters** were distributed in Africa

In Phase VI, **886 sisters** have been served through Technology and Leadership Workshops.



## INSTITUTIONAL CAPACITY BUILDING (ICB) PROJECT

Housed within SLDI, the Institutional Capacity Building (ICB) project supports national associations/conferences of religious by strengthening their internal systems.



National conference and congregation capacity building concluded in Uganda and in Malawi.



Eight ICB Congregational Leaders Workshops took place across ASEC's countries of operation with exception of Nigeria and South Sudan.

## KEY OUTCOME FIGURES

**Increase Competency 100%** of Leadership Workshop groups ( $N = 37$ ) showed a **statistically significant increase** in Pre- and Post-Skill Assessment mean scores.

**Assist Alumnae 99%** of SLDI alumnae ( $n = 752$ ) who attended the 2024 Alumnae Workshops reported that the **workshop met or exceeded** their expectations.

**Laptop Use 89%** of SLDI alumnae ( $n = 567$ ) reported that their **laptop made a significant impact** on their work/ministry.

**Broaden Impact 87%** of SLDI alumnae ( $n = 552$ ) **engaged in mentorship** to broaden the impact of the program in Phase VI, Year 2.

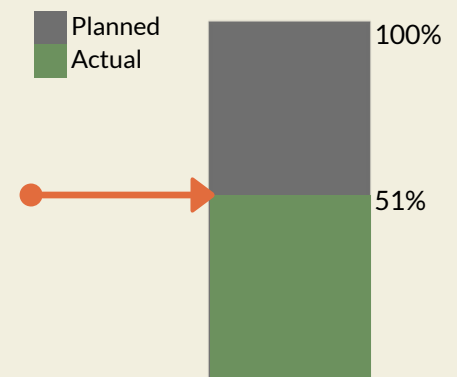
## ASEC'S SUSTAINABILITY PLAN PROGRESS



ASEC has been using the Sustainability Plan, developed by the **fundraising consultant in Year 1**, to lead ASEC on a path to a secure future.



Fundraising amounts for ASEC's Sustainability Plan as of Phase VI, Year 2 is at 51% of the total goal. An extension has been granted by Conrad N. Hilton Foundation to continue the fundraising efforts into Year 3 to meet the overall goal.





# Sisters Leadership Development Initiative (SLDI) Phase VI, Year 2 Executive Summary



Through the Sisters Leadership Development Initiative (SLDI) Phases I-VI, 4,413 unique sisters, representing 352 congregations, have been served, equipping them with skills in leadership, administration, finance, and technology. In the program as a whole, an additional 2,373 stakeholders have been served through partner conferences, workshops for congregational leaders, and other capacity-building workshops. Since 2007, the program has served a total of 6,786 individuals.

In total, 645 workshops have been facilitated to implement SLDI (474 SLDI, 35 ICB, 129 Alumnae, 7 Other) since 2007. With a total of 71 offered in Phase VI, Year 2 alone (18 Administration, 15 Finance, 4 Advanced Web Design, 11 ICB, 22 Alumnae, 1 Other).

In Phase VI, Year 2, 837 sisters participated in Leadership Workshops—432 sisters participated in Administration, 332 in Finance, and 73 in Advanced Web Design. SLDI Year 2 workshops focus on building participants' leadership capacities in areas relevant to their ministries.

Several new programming additions have continued in Phase VI, Year 2 including—a Finance Workshop piloted in French and the extension of Advanced Web Design Workshops that began with Introduction to Web Design in Year 1.

## 4 OBJECTIVES



Increase the **leadership, administrative, financial, and technology competencies** of SLDI participants.



Assist **SLDI alumnae** to become lifelong, learners, educators, mentors, and leaders who use their acquired skills and knowledge.



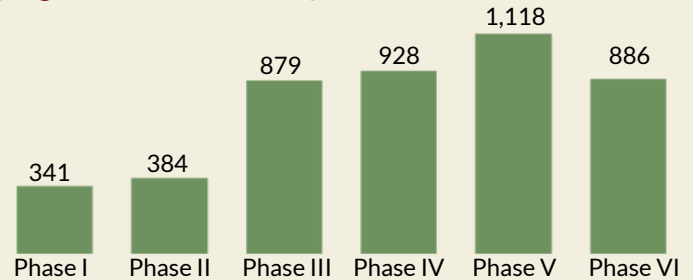
Create a **pathway to institutional sustainability** for ASEC and congregations of women religious.



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

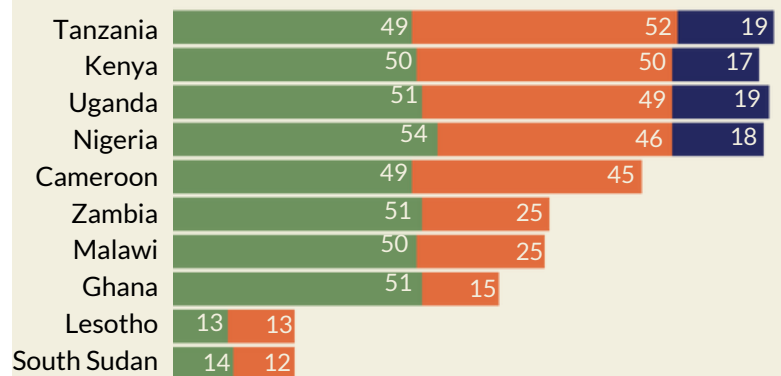
## PARTICIPANT ENROLLMENT

To date, 4,413 unique sisters have been served by SLDI (4,526 times total), with 113 SLDI participants participating in the program in more than one phase.



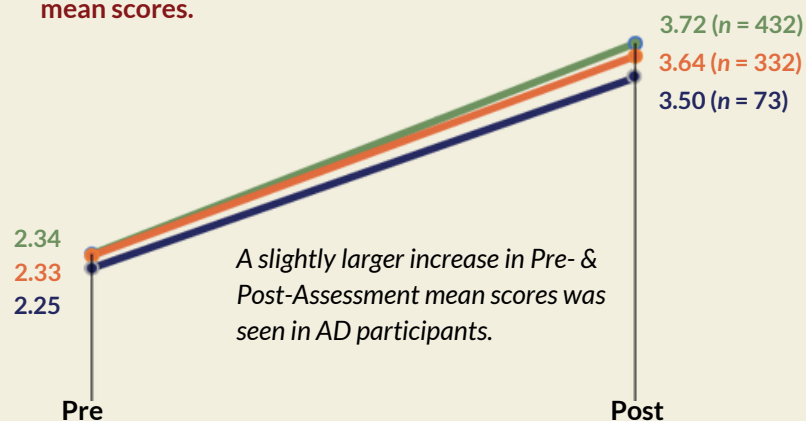
Contains unique participants counted by phase of entry only. Phase VI saw an increase in number of participants in Year 2.

**A total of 837 sisters were served in Phase VI, Year 2 through Leadership, Finance and Advanced Web Design Workshops.**



## INCREASED COMPETENCY

In Year 2, 100% (N = 37) of **Administration, Finance and Advanced Web Design Workshop** groups showed statistically significant skill increases in Pre- and Post-Skill Assessment mean scores.



# Sisters Leadership Development Initiative (SLDI)

## Phase VI, Year 2 Executive Summary Cont'd



### SLDI ALUMNAE ACHIEVEMENTS

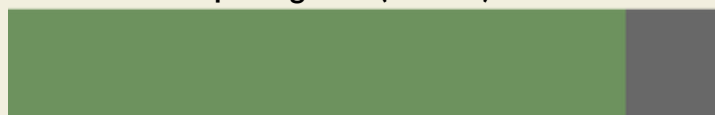
**94%** indicated participation in SLDI improved their **ability to collaborate** (n = 568)



**90%** reported effective **use of the leadership, administrative, and/or financial skills** they gained from SLDI in their ministries (n = 576)



**90%** have made at least one **internal system improvement in their ministry** after completing SLDI (n = 532)



**84%** gained a new **leadership role** within their ministry after completing SLDI (n = 562)



**81%** **use data** in their congregation and/or ministry after completing SLDI (n = 555)



SLDI Phase VI, Year 2, has shown great progress towards meeting projected outcome and output goals for the phase. In regards to annual goals expected to be met by the end of Year 2, all projected figures were exceeded except the Alumnae Workshop attendance rate, number of ICB Congregational Leaders Workshops conducted, path to sustainability fundraising efforts, web session increases, and success stories posted on the website. Adjustments are being made to assist in boosting output in these areas for the next reporting period.

Many activities were executed in Year 2, such as laptop and continued textbook distribution, Leadership Track Workshops, ICB Congregational Leaders Workshops, 2024 ASEC Alumnae Workshops, M&E Officer implementation, SLDI Partners workshop, and the writing of an academic publication. The database was extensively used for evaluation, along with the successful addition of alumnae data to the database. Lastly, the Institutional Capacity Building process in Uganda and Malawi successfully concluded in Year 2 and efforts will be made to ensure goal achievement under ASEC's Sustainability Plan in Year 3.

Recommendations for future program implementation, based on data collected in the reporting period, include developing an SLDI Theory of Change to guide programming implementation and evaluation, continuing to offer French workshops, completing the SLDI Phase VI graduations, conducting an SLDI Needs Assessment for Phase VII, and completing SLDI Phase VII curriculum updates.

### First SLDI Participant Impacts Thousands in Kenya

**Sr. Lucy Kanjira Kirichia, RGS**

SLDI Track: Phase I, Project Design, Kenya

Graduated: December 2009



Sr. Lucy, member of the first SLDI cohort in 2007, regularly uses community mobilization and record keeping skills learned through SLDI to help her community. She assists in managing multiple projects for her congregation including a school for orphans and vulnerable children, a home for teenage mothers, and an economic empowerment program for the elderly. She helps people develop life skills through mentorship. In her initial years working at the Good Shepherd site, Sr. Lucy served 65 children annually and today she serves more than 1,600.

Sr. Lucy, one of the oldest alumnae, is a testament to the impact of ASEC-SLDI. She is greatly appreciated for her hard work and dedication to positively impact her community.

### ALUMNA SPOTLIGHT

### ALUMNAE HUMAN DEVELOPMENT

**6,854,002**

individuals served by SLDI alumnae annually



**\$55,921,920** secured by SLDI alumnae\* since 2012 to fund human development



**5,031** jobs created by SLDI alumnae



**29,596** mentored by SLDI alumnae

\* Excludes funds secured by SLDI mentees and HESA alumnae.