

**APRIL 1, 2022 - MARCH 31, 2025**  
**PHASE VI**

# **SISTERS LEADERSHIP DEVELOPMENT INITIATIVE**

## **Final Cumulative Evaluation Report**



**PREPARED FOR: THE CONRAD N. HILTON FOUNDATION**  
**GRANTEE: MARYWOOD UNIVERSITY**  
**GRANT NUMBER: 28215**  
**REPORT DUE DATE: MAY 30, 2025**

© AFRICAN SISTERS EDUCATION COLLABORATIVE, 2025.  
ALL RIGHTS RESERVED.



# Acknowledgements

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

## ASEC Staff Leadership:

- Lisa A. Lori, JD, President, Marywood University
- Sr. Draru Mary Cecilia, LSMIG, PhD, Executive Director, ASEC

## ASEC Staff Contributors:

### U.S. Headquarters

#### Monitoring & Evaluation (M&E)

- Tara Lopatofsky, PhD, CCLS, Senior Program Manager, M&E
- Sneh Akruvala, PhD, Program Manager, M&E
- Melanie Rosato, Data Manager, M&E

#### Programs

- Rosemary Shaver, EdD, Senior Program Manager, Programs
- Nicole Vilogi-DiPietro, MBA, Program Manager, Programs
- Isabelle Henry, Program Coordinator, Programs
- Sarah Martin, PhD, Program Coordinator, Programs

#### Mission Advancement (MA)

- Sr. Nancy Kamau, LSOSF, Director of Development, MA
- Maureen Elliott, Assistant Development Director, MA
- Jake Danna Stevens, Media & Communications Manager, MA
- Megan P. Wescott, BBA, Digital & Social Media Specialist, MA

#### Administration

- Betsy Hartshorn, CPA, Finance Manager, Administration
- Sarah Pethick, Office Manager, Administration
- Mary Roche, Administrative Specialist, Administration

### East & Central Africa

- Sr. Lina Wanjiku Ndung'u, SE, Regional Director East & Central Africa
- Sr. Joyce Kwamboka Nyakwama, SSND, Director – Kenya
- Sr. Jeniffer Wangari, DOJGS, Programs Coordinator – Kenya
- Sr. Mamokotjo Francina Mokoteli, SNJM, Director – Lesotho

- Sr. Hilaria Chombo, SBVM, Director – Malawi
- Sr. Teresa Mulenga, TS, Programs Coordinator – Malawi
- Sr. Veronica Daniel Othow, SHS, Director – South Sudan
- Sr. Maria Ndeshiniyo Temu, MCESM, Director – Tanzania
- Sr. Rustica Pius Kayombo, OSB, Programs Coordinator – Tanzania
- Sr. Gudelia Msuya, LSOSF, Programs Coordinator – Tanzania
- Sr. Mary Germina Keneema, MSMMC, Director – Uganda
- Sr. Monica Opige Ajok, LSMIG, Programs Coordinator – Uganda
- Sr. Juliana Chibaula Zulu, RGS, Director – Zambia
- Sr. Patricia Mulenga, SOM, Programs Coordinator – Zambia
- Sr. Mercy Machona, CMFC, Programs Coordinator – Zimbabwe

### West Africa

- Sr. Francisca Damoah, SIJ, Regional Director West Africa & Director – Ghana
- Sr. Martha Attakruh, SHCJ, Programs Coordinator – Ghana
- Sr. Clarisse Remjika Jaiwo, SST, SLDI Africa Coordinator & Director – Cameroon
- Sr. Mbom MaryCleophas Afumbom, SUSC, Programs Coordinator – Cameroon
- Sr. Bi Eveline Ambe, SSA, Administrative Assistant – Cameroon
- Sr. Veronica Fatoyinbo, SNDdeN, Director – Nigeria
- Sr. Suzzana Livinus Didam, SSL, Programs Coordinator – Nigeria

**Suggested Citation:** African Sisters Education Collaborative (ASEC) (2025, May). ASEC SLDI Phase VI Final Cumulative Evaluation Report. African Sisters Education Collaborative Evaluation Report. Scranton, PA: ASEC.

**On the Cover:** SLDI Phase VI graduates pose for a photo as they celebrate completing the program in Cameroon, August 2024.

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 (April 1, 2022 - March 31, 2025)



## 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.

## ASEC'S SUSTAINABILITY PLAN REPORT



All fundraising goals were exceeded in Phase VI through efforts of the Mission Advancement unit and ASEC's Path to Sustainability activities.



ASEC marked 25 years of transformative impact in Africa with a celebratory Gala—Igniting Hope, Building Bridges, Creating Impact: ASEC at 25, in December 2024.

## INSTITUTIONAL CAPACITY BUILDING (ICB)

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



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



In Phase VI, 8 ICB Congregational Leaders Workshops were held in 8 of SLDI's countries with exception of Nigeria and South Sudan.



In the One Year Post-Intervention Survey, **94%** (n = 15) of respondents in Malawi and Uganda indicated making changes as a result of ICB training.



The SLDI grants have **served 6,845 individuals** since 2007

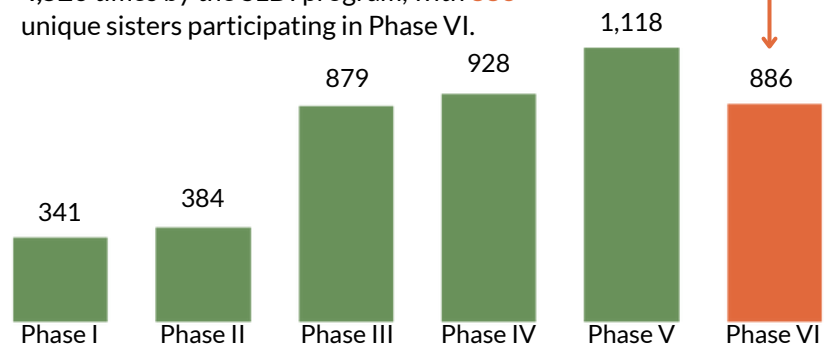


**184 Workshops** (110 SLDI, 12 ICB, 59 Alumnae, 3 Special) held in Phase VI



**4,525 ASEC annual newsletters** were distributed in Africa in Phase VI

Women religious have been served a total of **4,520** times by the SLDI program, with **886** unique sisters participating in Phase VI.



## KEY OUTCOME FIGURES

**100%**  
Increase Competency & Leadership

of Leadership Workshop groups (N = 37) showed a **statistically significant increase** in Pre- and Post-Skill Assessment, Servant Leadership and Self-Efficacy mean scores.

**98%**  
Broaden Impact

of SLDI participants reported **receiving instruction on mentorship** (n = 797) and felt prepared to begin mentoring after conclusion.

**97%**  
Assist Alumnae

of SLDI alumnae (n = 999) who attended the 2025 Alumnae Workshops reported that the **workshop met or exceeded** their expectations.

**92%**  
Public Engagement

increase in ASEC **social media followers** in Phase VI, Year 3.

**90%**  
Internal Systems

of SLDI alumnae reported making at least **one internal system improvement in their ministry** after completing SLDI (n = 720).

**86%**  
Leader View

of participants (N = 743) responded that SLDI provided them with skills or abilities that **helped them bring their charism and spirituality to life**.

# Sisters Leadership Development Initiative (SLDI)

## Phase VI Executive Summary



Through the Sisters Leadership Development Initiative (SLDI) Phases I-VI, 4,417 unique sisters, representing 351 congregations, have been served, equipping them with skills in leadership, administration, finance, and technology. In the program as a whole, an additional 2,428 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 6,845 individuals. In addition, since 2007, 654 participants (499 after completing Technology Track, Year 1 and 155 participants from Leadership Track) have withdrawn from the program prior to completion, accounting for an overall (Phases I-VI) completion rate of 85%. In Phase VI, 48 sisters withdrew after completing Year 1 Technology Track and 26 sisters withdrew after completing Year 2 Leadership Track, resulting in a Phase VI full completion rate (Years 1-3) of 92%.

In total, 698 workshops have been facilitated to implement SLDI (504 SLDI, 35 ICB, 151 Alumnae, 8 Other) since 2007; with a total of 184 offered in Phase VI alone (110 SLDI, 12 ICB, 59 Alumnae, 3 Other).

In Phase VI, a total of 886 sisters participated in the SLDI program. Across the Phase, the number of participants by Track includes—618 sisters in Basic Technology, 432 sisters in Administration, 332 sisters in Finance, 82 sisters in the Introduction to Web Design Track, and 73 sisters in Advanced Web Design. In Phase VI, Year 3, 422 sisters completed Administration 2, 321 sisters completed Finance 2, and 68 sisters completed Advanced Web Design 2 Workshops.

## 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.



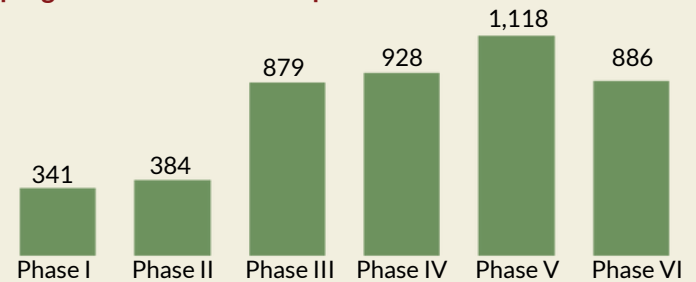
Create a **pathway to institutional sustainability** for ASEC and congregations of women religious.



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

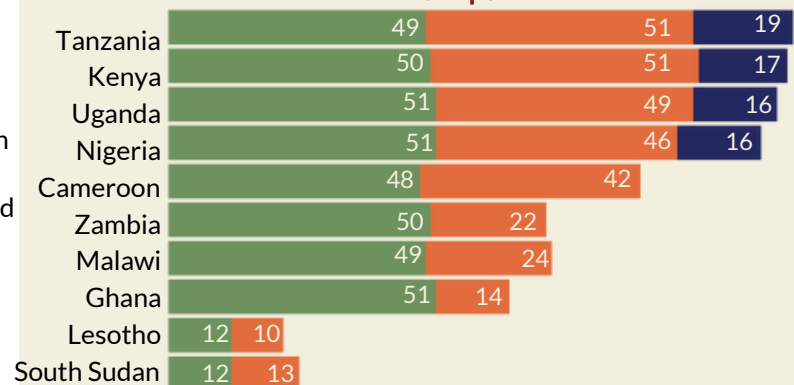
## PARTICIPANT ENROLLMENT

To date, 4,417 unique sisters have been served by SLDI (4,520 times total), with 103 SLDI participants participating in the program in more than one phase.



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

## Total of 813\* sisters were served in Phase VI, Year 3 through Administration, Finance and Advanced Web Design Workshops.



\*2 Phase V sisters returned to complete their leadership track

## INCREASED SKILLS + COMPETENCY



100%

Phase VI participants by country and leadership track demonstrated statistically significant increase in Self-Efficacy scores



100%

Phase VI participants by country and leadership track demonstrated statistically significant increase in Servant Leadership scores



100%

of SLDI Workshop groups in Phase VI showed statistically significant skill increases

# Sisters Leadership Development Initiative (SLDI) Phase VI Executive Summary Cont'd



## SLDI ALUMNAE ACHIEVEMENTS

**97%** indicated participation in SLDI improved their **ability to collaborate** (n = 735)



**94%** reported effective **use of the leadership, administrative, and/or financial skills** they gained from SLDI in their ministries (n = 740)



**90%** have made at least one **internal system improvement in their ministry** after completing SLDI (n = 720)



**86%** gained a new **leadership role** within their ministry after completing SLDI (n = 732)



**84%** **use data** in their congregation and/or ministry after completing SLDI (n = 736)



SLDI Phase VI excelled in many key areas. Highlights included —surpassing the anticipated number served by more than 276 sisters, achieving 100% statistically significant increases in skills assessments for all workshops, exceeding the SLDI alumnae attendance goal by 2%, conducting 12 M&E officer site visits, greatly surpassing the anticipated number of annual printed newsletters and monthly e-newsletters distributed, increasing social media engagement by 92%, and disseminating 4 publications and 28 presentations that highlighted SLDI best practices. Despite the adjustments made from previous evaluation reports, Phase VI was unable to meet several outputs and outcomes under Objective 3 and Objective 4.

Many activities were executed in Year 3, such as French textbook distribution, 2025 Executive Secretaries Meeting, Africa Staff Training, ASEC at 25 Gala, Leadership Track Workshops, Intensive ICB One Year Post-Intervention Survey, an academic publication, SLDI graduations, and ASEC @ 25 celebrations. The database has been extremely useful in evaluation and tracking accurate participation. Lastly, through the efforts of the Mission Advancement unit and Path to Sustainability activities, ASEC was able to surpass the total fundraising goal in Phase VI.

Recommendations for future program implementation include developing an SLDI Theory of Change to guide programming implementation and evaluation, continuing to offer French workshops, continuing database training for Africa staff, completing the SLDI Phase VII curriculum updates and distributing it to the countries, and finalizing the evaluation forms for Phase VII.

### Inspiring Women Leaders in Uganda

**Sr. Theresa Nambaziira Nakamya, DM**

SLDI Track: Phase I, Project Directors, Uganda

Graduated: June 2007



Sr. Theresa, member of the first SLDI cohort in 2007, has put the skills she learned to good work, first as local superior for three communities and then in the position of Regional Superior. One of Sr. Theresa's initiatives has been to organize leadership training workshops for her communities which has tremendously served the needs of her community. Among Sr. Theresa's beneficiaries is the Honorable Juliet Kakande Nakabuye, a Ugandan parliamentarian, who attended her leadership training. Nakabuye told ASEC that, "Sr. Theresa's service has generated self-confidence among people in our community, especially those who have physically attended her training sessions." Sr. Theresa has remained close to ASEC and its mission, now serving as Chairperson of ASEC Alumnae in Uganda.

### ALUMNA SPOTLIGHT

## ALUMNAE HUMAN DEVELOPMENT

**\$86,040,837**

secured by SLDI alumnae since 2012 to fund human development\*



**855,351**  
individuals  
served by  
SLDI alumnae  
annually



**5,638**  
jobs  
created  
by SLDI  
alumnae

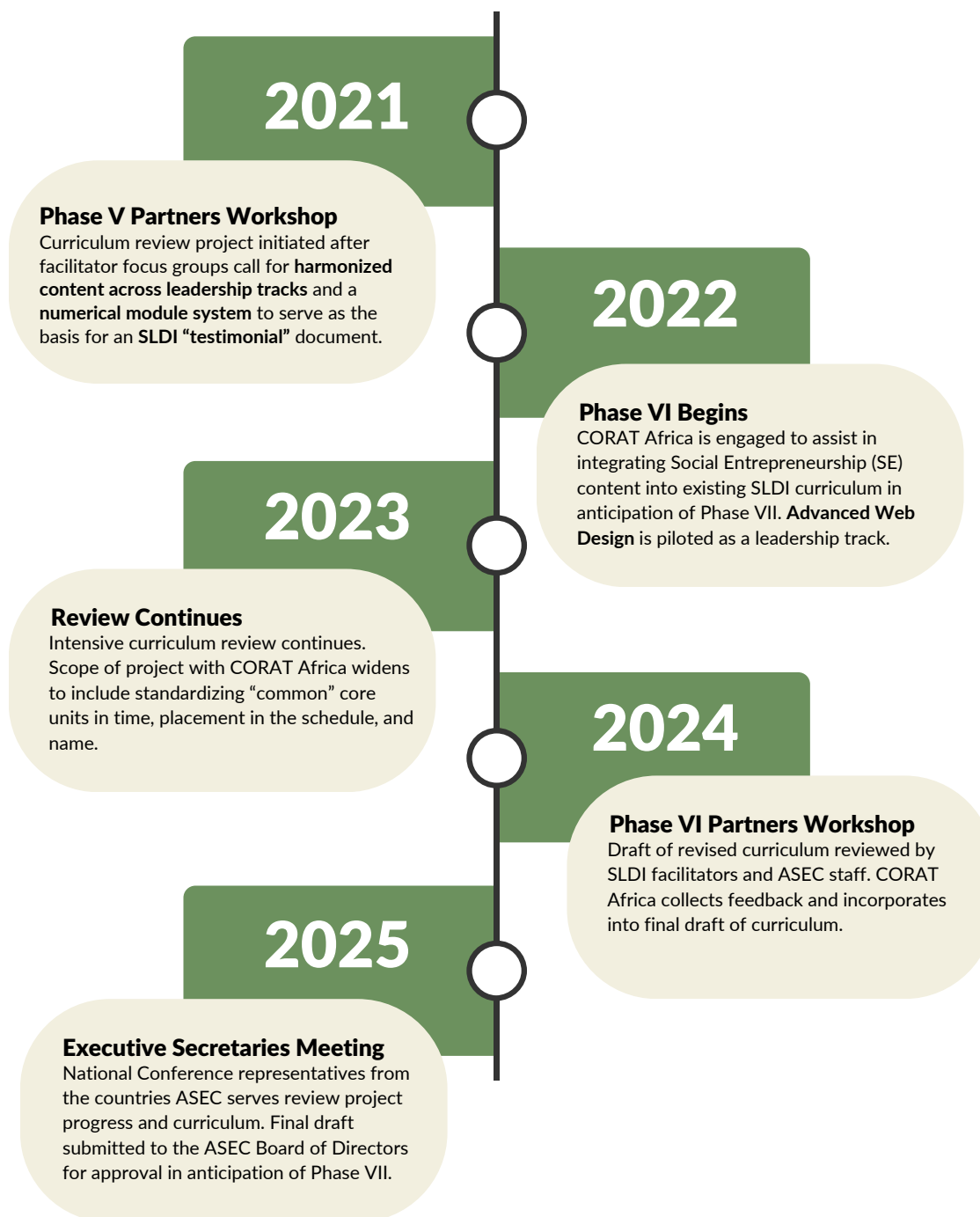


**35,828**  
mentored  
by SLDI  
alumnae

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

# Sisters Leadership Development Initiative (SLDI)

Curriculum Review Project (April 1, 2021 - March 31, 2025)



## SLDI Curriculum Review Project Key Outcomes

- Updated SLDI curriculum across all tracks for sustainability.
- Cohesively integrated Social Entrepreneurship into primary curriculum of all tracks.
- Standardized units across tracks for time allocation, placement in schedule, and naming conventions.
- Developed SLDI unit modules that quantify education hours to allow for a more detailed graduation “testimonial” document.
- Hours spent in SLDI are now standard across tracks (each workshop/year is the equivalent of 4-weeks, 30 hours per week, 120 total hours).