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.

Institutional Capacity Building (ICB)

A pilot program was initiated in 2019 through the SLDI grant to support congregations and National Associations / Conferences of Religious in strengthening their internal systems.

73 congregational leaders in Ghana and Zambia received specialized training to implement strategic planning, financial systems, and / or data management systems in their congregations.

Through the ICB program, the National Conference of Religious in Ghana obtained legal status and they are nearing completion of a strategic plan and a revised constitution.

Two congregations in Ghana are in the progress of building websites and will start targeted capacity building in summer 2020.
Sisters Leadership Development Initiative (SLDI)
Phase V, Year 1 Executive Summary

As the Sisters Leadership Development Initiative (SLDI) enters Phase V of the program, 3,170 unique sisters, representing 415 congregations, have been served, equipping them with skills in leadership, administration, finance and technology. In the program as a whole, an additional 925 stakeholders have been served through workshops for Superior Generals, partner conferences, and other capacity-building workshops. Since 2007, the program has served a grand total of 4,095 individuals.

Program evaluation outcomes show that sisters who complete the program increase their practical skills and leadership abilities, have a desire to pursue higher education, and create positive impacts on ministries, congregations and human development. Ongoing challenges exist in effectively engaging a growing number of alumnae and in creating a centralized database of participant information.

5 Objectives

- Increase sisters' professional skills in leadership, administration, financial 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.

Increased Participants

The number of participants has increased over the course of the program with 3,207 sisters (3,170 unique sisters) served to date.

Increased Skills

- 100% of SLDI workshop groups in Phase V, Year 1 achieved significant skill gains.
- 35% of alumnae pursue higher education after SLDI; 11% are students in the HESA program.

Relevant Ministries

SLDI participants in Phase V, Year 1 most often serve as teachers, administrators, or bursars (N = 661), positions that align well with the skills taught in SLDI workshops.

Sisters Transformed by Technology

"I observed tremendous changes to most participants especially those who lacked any experience with computer technology and other social medias [sic], they captured and gained a lot of experiences by the support of facilitators and their fellows. Those who were not able even to move the mouse and scared of touching computers they gained the confidence after being able to grasp various skills practically. You could hear the participants cheering each others in class for their successes. ...Really the workshop was so enriching to all participants." - ASEC staff member reflecting on the 2019 workshops.
After twelve years of implementation, SLDI evaluation outcomes show that program alumnae are positively impacting their ministries and congregations. In their ministries, sisters take up leadership positions, act as supervisors, and mentor employees and fellow sisters. SLDI alumnae have shown success in grant-writing and resource mobilization, having secured more than $18.8 million for human development projects across the African continent. They serve more than 2.2 million people through these funded projects.

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

Although much has been learned about the ways in which alumnae impact their ministries and congregations, the program has expanded its efforts to evaluate alumnae impact. In 2019 a Monitoring & Evaluation (M&E) Officer in Ghana was hired and it is anticipated an M&E Officer in Uganda will be hired in the near future. These Officers will collect data from alumnae through site visits and in-person interviews and will also provide alumnae with resources and training for continued professional development. In addition, they will collect data and stories from the beneficiaries and staff in alumnae ministries, reaching groups of individuals that were largely inaccessible in the past. If the positions prove helpful in assessing the impact of the program, expansion to other countries will be considered.

**Funds for Human Development**

$18,821,511

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

- 2,215,817 served by SLDI alumnae
- 3,815 jobs created by SLDI alumnae
- 20,952 mentored by SLDI alumnae

* excludes funds secured by SLDI mentees and HESA alumnae

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**SLDI Alumnae Achievements**

- **96.7%** improved their ability to collaborate through the SLDI program (*n* = 397)
- **92.6%** are mentoring others after the SLDI program (*n* = 378)
- **56%** are using data in their work after the SLDI program (*n* = 361)
- **49.4%** of alumnae submitted grant proposals after the SLDI program (*n* = 352)
- **49.4%** of alumnae secured grant funds after the SLDI program (*n* = 174)
- **34.5%** of alumnae increased their income after the SLDI program (*n* = 345)

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**SLDI Alumnae**

**During Political Unrest**

Sr. Caroline Acha, SST

Sr. Caroline is a 2015 graduate of the SLDI Administration track and currently serves as the Directress of a school in rural Northwest Cameroon. The area lacks basic resources and school facilities, and there are high rates of early marriages and teen pregnancies. In addition, Sr. Caroline was aware of students who could not attend school in the French region of Cameroon due to political unrest. Sr. Caroline used her grant-writing and leadership skills to secure $130,000+ for classroom and computer lab construction. These funds ensured students have the opportunity to continue school in a safe environment. Sr. Caroline remarked, “Thanks to ASEC/SLDI, I was frightened but far from being discouraged. Our passion about the need to confront these challenges and let the entire population see themselves a success story, served as a motivation.”

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