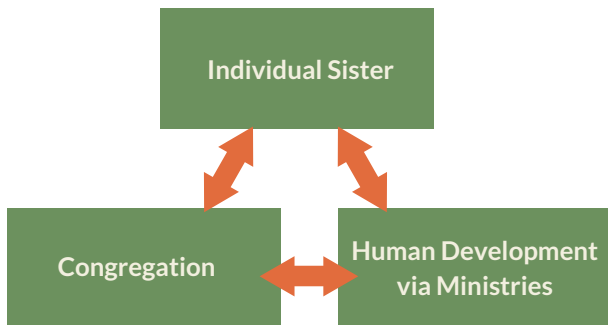


Sisters Leadership Development Initiative (SLDI)

Program Evaluation Key Outcomes Phase V, Year 1 (April 2020)

LEVELS OF IMPACT



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.



The SLDI program has served **3,170 sisters** since 2007



Alumnae served **2.2 million+** people, mostly in rural areas



Projects of alumnae created **3,800+ jobs**, aiding economic growth

INDIVIDUAL LEVEL IMPACT

Improved Self-Perception **91%** of alumnae improved their self-perception ($n = 378$) and 89% ($n = 378$) improved their relationships.

Use Skills Effectively **91%** of alumnae use their skills effectively to benefit their ministries ($n = 359$) and congregations (88%, $n = 374$).

Hold Leadership Positions **77%** of alumnae took up a ministry leadership position ($n = 365$) and 46% ($n = 359$) received a leadership position outside their ministry.

CONGREGATIONAL AND MINISTERIAL IMPACT

Strengthen Internal Systems **82%** of alumnae created or strengthened an internal system in their ministry and/or congregation ($N = 401$).

Financial planning & management and **strategic planning** are the leading areas of systemic improvement in ministries and congregations, respectively. Below are percentages of alumnae creating systems improvements in specific areas.

	IN MINISTRIES	IN CONGREGATIONS
Financial Planning	36.7%	29.2%
Strategic Planning	36.2%	29.2%
Human Resources	34.2%	24.2%

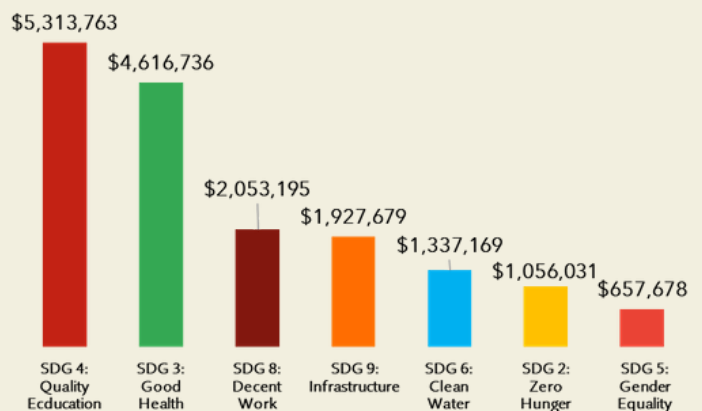
SISTERS ADDRESS URGENT HUMAN DEVELOPMENT NEEDS



Alumnae have **secured \$19.3+ million** for projects that impact the UN Sustainable Development Goals.



52% of funding secured supports education and health needs.



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.



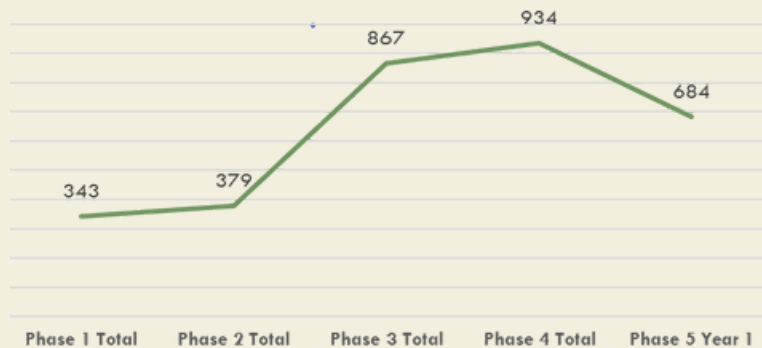
Support alumnae and congregations in developing improved systems to strengthen their sustainability.



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.



Phase V is only in its first year and will likely see an increase in number of participants (numbers include duplicate participants).

INCREASED SKILLS



100%

of SLDI workshop groups in Phase V, Year 1 achieved significant skill gains.

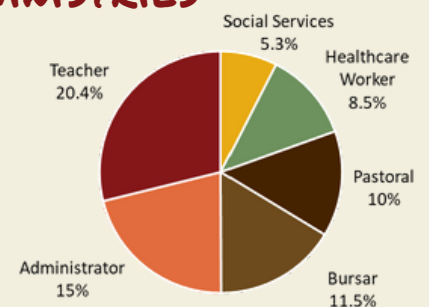


35%

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



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)



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.

Improving Education 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."

ALUMNA SPOTLIGHT

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