

APRIL 1, 2020 TO MARCH 31, 2021
PHASE V, YEAR 2

SISTERS LEADERSHIP DEVELOPMENT INITIATIVE

Progress Report



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

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Acknowledgements

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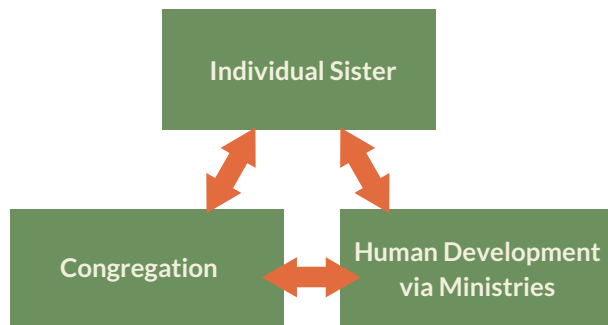
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On the Cover: A tribute to Sr. Irene Lucy Onyai, LSMIG former ASEC Programs Coordinator-Uganda who passed away on September 4, 2020 from COVID-19. Sr. Irene is greatly missed by her congregation, ASEC staff, ASEC students, and all who were blessed to know her. May she rest in eternal peace.

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, Year 2 (April 2021)



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 program has **served 4,626 sisters** since 2007



SLDI alumnae **served 2.2 million+** mostly, in rural areas



SLDI alumnae **created 4,000+ jobs**, aiding economic growth

INDIVIDUAL LEVEL IMPACT

Improved Self-Perception

80%

of SLDI alumnae **improved their self-perception** (n = 485) and 79% improved their relationships.

Use Skills Effectively

81%

of SLDI alumnae use their skills effectively to benefit their ministries (n = 485) and 75% to benefit their congregations.

CONGREGATIONAL IMPACT

Strengthen Internal Systems

76%

of SLDI alumnae **created or strengthened an internal system** in their ministry and/or congregation (n = 485).

Strategic planning and **human resource management** are the leading areas of SLDI alum initiated systemic improvements in ministries and congregations, respectively.

IN MINISTRIES

IN CONGREGATIONS

Strategic Planning	35%	29%
Human Resources	32%	25%
Financial Planning	31%	22%

ICB PILOT PROGRAM

The pilot Institutional Capacity Building (ICB) program to support congregations and national associations/conferences of religious in strengthening their internal systems continued in Year 2.



A total of 7 Superior Workshops have been held in 7 countries, 3 remaining planned for Year 3



National conference and congregation capacity building process in Ghana concluded in March 2021



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

SLDI ALUMNAE ADDRESS URGENT HUMAN DEVELOPMENT NEEDS



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



52% of funding secured by SLDI alumnae supports education and health needs.



Sisters Leadership Development Initiative (SLDI)

Phase V, Year 2 Executive Summary



At the close of Phase V, Year 2 of the Sisters Leadership Development Initiative (SLDI) program, 3,310 unique sisters, representing 415 congregations, were served through workshops that focus on leadership, administrative, financial, and technological skills. In the program as a whole, an additional 1,316 stakeholders were served through partner conferences, workshops for Superior Generals and other capacity-building workshops. Since 2007, the program has served a total of 4,626 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 faces challenges in serving a growing number of alumnae and 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.

TRANSFORMED SISTER ADMINISTRATORS

"The workshop was enriching and a wake up call to me. There is a lot I have been doing as an administrator which has not been right but now with the knowledge positive change will be experienced."

-SLDI participant reflecting on the 2020 workshop

INCREASED PARTICIPANTS

The number of participants has increased over the course of the program with 3,347 sisters (3,310 unique sisters) served to date.



Phase 5 is in its second year and will likely see an increase in number of participants in Year 3 (numbers include duplicate participants).

INCREASED SKILLS



100%

of SLDI workshop groups in Phase V, Year 2 achieved statistically significant skill gains.

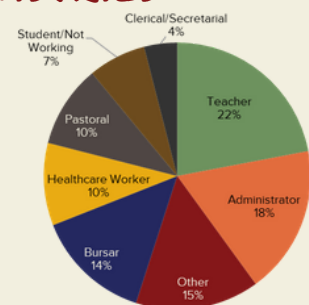


44%

of alumnae pursue higher education; 19% are students in ASEC's Higher Education for Sisters in Africa program.

RELEVANT MINISTRIES

SLDI participants in Phase 5, Year 2 most often serve as **teachers, administrators, or bursars** (N = 661), positions that align well with the SLDI workshop curricula.



Sisters Leadership Development Initiative (SLDI)

Phase V, Year 2 Executive Summary Cont'd



SLDI ALUMNAE ACHIEVEMENTS

95% improved their ability to **collaborate** through the SLDI program (n = 485)

71% are **mentoring** others after the SLDI program (n = 485)

51% are using **data** in their work after the SLDI program (n = 485)

45% of alumnae **secured grant funds** after the SLDI program (n = 251)

44% of alumnae **submitted grant proposals** after the SLDI program (n = 485)

29% of alumnae **increased their income** after the SLDI program (n = 485)

After twelve 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 \$19.3 million for human development projects across the African continent. SLDI alumnae serve more than 2.2 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 much has been learned about the ways in which alumnae affect their ministries and congregations, the program has expanded its efforts to evaluate alumnae impact. In 2019 a Monitoring & Evaluation Officer in Ghana was hired and it is anticipated another in Uganda will be hired in the 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.

Using Radio to Combat COVID-19 in Zambia

Sr. Astridah Banda, OP

Sr. Astridah Banda, OP is an SLDI Phase IV (2018) Finance and Website Design alumna, who collaborated with the humanitarian organization, Alight, to create the COVID-19 Awareness Programme. During the pandemic she partnered to obtain personal protective equipment for her community and helped citizens of Zambia better understand the available information on COVID-19 through a radio show. Bill Gates named her as one of seven unsung heroes of the pandemic.



ALUMNA SPOTLIGHT

FUNDS FOR HUMAN DEVELOPMENT

\$19,396,178

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



2,256,790
served by
SLDI
alumnae



4,018 jobs
created by
SLDI
alumnae



25,165
mentored
by SLDI
alumnae

* excludes funds secured by SLDI mentees and HESA alumnae