SISTERS LEADERSHIP DEVELOPMENT INITIATIVE

Progress Report

AFRICAN SISTERS EDUCATION COLLABORATIVE (ASEC)

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

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

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Acknowledgements

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

ASEC Evaluation Administrative Leadership:
- Sr. Mary Perisco, IHM, Ed.D., President, Marywood University
- Sr. Draru Mary Cecilia, LSMIG, Ph.D., Executive Director, ASEC
- Tara Lopatofsky, Ph.D., CCLS, Senior Program Manager, Monitoring & Evaluation
- Jaime Bloxham, MPA, Program Manager, SLDI & Service Learning

ASEC Staff Contributors to this Report:

U.S. Headquarters
- Sr. Nancy Kamau, LSOSF, Director of Development
- Rosemary Shaver, M.Ed., Senior Program Manager, HESA & Scholarships
- Amy Fedele, Media and Communications Manager
- Melissa Frein, Finance Manager
- Kim Scalese, Office Manager
- Sneh Akruvala, Ph.D., Data Manager/Analyst, Research Initiative
- Sr. Kevin Karimi, LSOSF, Ph.D., Research Analyst, Research Initiative
- Kelsey Allison, M.A., Research Assistant, Scholarships
- Waleska Salgado, Research Assistant, HESA
- Emily Culligan, Graduate Assistant, HESA
- Samantha Glosser, Graduate Assistant, SLDI
- Shelby Ohotnicky, Graduate Assistant, SLDI
- Amanda Tyrrell, Graduate Assistant, HESA

East & Central Africa
- Sr. Lina Wanjiku Ndung’u, SE, Regional Director East & Central Africa
- Sr. Joyce Kwamboka Nyakwama, SSND, Director – Kenya
- Sr. Joyce Rita Karambu, NSA, Programs Coordinator – Kenya
- Sr. Anacletta Lempe, FSCG, Director – Lesotho
- Sr. Hilaria Chombo, SBVM, Director – Malawi
- Sr. Teresa Mulenga, TS, Programs Coordinator – Malawi
- Sr. Veronica Daniel Othow, SHS, Director – South Sudan
- Sr. M. Tryphina Burchard, STH, Director – Tanzania
- Sr. Maria Telesphora, COLU, Programs Coordinator – Tanzania
- Sr. Mary Germina Keneema, MSMMC, Director – Uganda
- Sr. Monica Oplige Ajok, LSMIG, Programs Coordinator – Uganda
- Sr. Juliana Chibaula Zulu, RGS, Director – Zambia
- Sr. Joan Chisala, CSJB, Programs Coordinator – Zambia

West Africa
- Sr. Francisca Damoah, SJJ, Regional Director West Africa
- Sr. Martha Attakruh, SHCJ, Programs Coordinator – Ghana
- Sr. Clarisse Remjika Jaiwo, SST, Director – Cameroon
- Sr. Mbom MaryCLEOPHAS AFUMBOM, SUC, Programs Coordinator – Cameroon
- Sr. Veronica Fatoyinbo, SNDdEN, Director – Nigeria
- Sr. Clare Abisola Adelakun, DHS, Programs Coordinator – Nigeria


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.

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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.

**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.

**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.

<table>
<thead>
<tr>
<th>In Ministries</th>
<th>In Congregations</th>
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<tbody>
<tr>
<td>Strategic Planning</td>
<td>35%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>32%</td>
</tr>
<tr>
<td>Financial Planning</td>
<td>31%</td>
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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.

### Objectives

1. Increase sisters’ professional skills in leadership, administration, financial and technology.
2. Assist alumnae to become lifelong leaders, learners and educators, using their skills to sustain and enhance their ministries.
3. Support mentoring relationships to broaden the impact of the program.
4. Support alumnae and congregations in developing improved systems to strengthen their sustainability.
5. 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 3,347 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.

"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

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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.

**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)

**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

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