

# ASEC-SLDI Educational Insights

*Together we are making a difference in the lives of women religious in Africa!*



## TABLE of CONTENTS

<b>From the Directors Desk.....</b>	<b>2</b>
<b>People &amp; Places.....</b>	<b>3</b>
<b>Welcome Staff.....</b>	<b>6</b>
<b>Meetings.....</b>	<b>7</b>
<b>Appreciation.....</b>	<b>7</b>
<b>Major Events.....</b>	<b>7</b>
<b>Student Voices &amp; Stories.....</b>	<b>9</b>
<b>Faculty Perspective.....</b>	<b>10</b>
<b>Program Impact.....</b>	<b>12</b>
<b>SLDI Alumnae Speak.....</b>	<b>14</b>
<b>Sisters in Action.....</b>	<b>14</b>
<b>Congratulations.....</b>	<b>23</b>

## My Life with ASEC

By Brad Myers

*Senior Program Officer for the Conrad N. Hilton Foundation*

I first set foot in Africa in 2012, but you might say that I have been working there for much longer than two years. In fact, my professional journey in the world of philanthropy began more or less with the origins of ASEC. I started working at the Conrad N. Hilton Fund for Sisters in 1999, when the idea of ASEC was less than a year old. In 2002, ASEC was awarded a \$20,000 planning grant from the Hilton Fund for Sisters. This grant provided funds for three American sisters to spend time in the West African countries of Nigeria and Ghana, and in the East African countries of Kenya, Tanzania and Uganda, where they researched the priorities of the leaders of the African congregations and the availability of technology and other resources for advancing the education of the sisters. A follow-up grant from the Hilton Fund for Sisters in June 2003, allowed for additional research, and, in September 2004, ASEC hosted a conference in Philadelphia for 18 African sisters in leadership positions and who were working in education. In the summer of 2005, educational programs were conducted in Nairobi, Kenya, and Cape Coast, Ghana, through which sisters from all five African countries involved in the project received training in basic computer

skills. In the summer of 2006, ASEC sponsored computer workshops at Chestnut Hill College and Marywood University for African sisters. This was followed by the establishment of computer labs in each of the five countries.

Steve Hilton first told me about his vision for SLDI in early 2006, at which time I was still working at the Fund for Sisters under the supervision of Sr. Joyce Meyer, PBVM, who had herself been a missionary in Zambia and was no stranger to the realities on the ground for sisters in Africa. The challenge of delivering educational programming for sisters in Africa, and in a cost-effective way, was so daunting to me that, frankly, I just did not see how SLDI was possible. How grateful we should all be that Mr. Hilton did not share my skepticism!

In June 2006, Mr. Hilton hired Sr. Marcia Sichol, SHCJ, former (and current) Executive Director of the Hilton Fund for Sisters (and my aunt, in the interest of full disclosure), to identify a partner to help guide the development and implementation of SLDI. Based on her research, Sr. Marcia concluded that ASEC was the organization best positioned to help bring Mr. Hilton's SLDI vision into reality. The SLDI advisory panel at the Hilton Foundation

*Continued on page 2*



## My Soul Glorifies the Lord, My Spirit Rejoices in God my Savior Lk 1:46.

As 2014 winds down, another opportunity is afforded to take stock of the year's events and indicators of success. As I look back, I am filled with admiration and gratitude, for indeed, the spirit of partnership and collaboration continue to invigorate ASEC! Without a doubt the year was filled with activities, and significant milestones have been accomplished through committed team work in the United States and Africa, animated by the ASEC core values of empowerment, leadership, collaboration, service and capacity building.

In this issue, you will read incredible stories of gratitude, accomplishment, lifetime opportunities, and learning in our programs. The stories, with participants providing examples of skills practiced in their ministries, are insightful, eye opening lessons for the future. Certainly, our programs continue to grow, transforming Catholic Sisters in Africa and impacting their ministries in indescribable ways. It is clear that the future of the Catholic Church in Africa, to some extent, lies in the hands of the sisters – schools, healthcare, the elderly, social welfare and pastoral services: sisters work with and within communities to change poverty, ignorance and disease trajectories.

ASEC Educational Insights brings you snapshots of our programs from participants, instructors, funders, and partners. The adage Knowledge is like a garden: if it is not cultivated it cannot be harvested is illustrated by the work of sisters in Africa. The adage lends to the belief that if you do not make an effort to acquire knowledge and skills, you cannot expect to have them, and if you do not practice the knowledge and skills you have acquired, you cannot expect to gain anything from them. Participants tell insightful stories on how the knowledge and skills they acquired are not only impacting them, but also their society. Sisters are intentionally practicing the skills, and greatly affecting their communities - creating change in agricultural, educational, healthcare, social welfare and pastoral programs.

2014 was filled with activities: a total of 758 sisters from over 300 congregations in nine countries participated in 32 one-month SLDI workshops, and 224 SLDI alumnae gathered for three-day networking workshops. A total of 148 sisters are enrolled through HESA for degree or diploma programs in eleven partner colleges and universities. Also, 14 sisters were awarded scholarships to acquire a high school diploma at Bigwa School, and another 17 to acquire a two-year college diploma at various colleges in Tanzania. Orientation and reflective learning workshops were conducted in various countries to prepare sisters for online and onsite learning and to assist them in setting academic goals. A Canon Law workshop was also facilitated for 100 Superiors during a plenary meeting in Zambia, and the Conrad N. Hilton Fund for Sisters is supporting SLDI alumnae with signature grants to implement creative and innovative projects. And, last but not least, with funding from the Conrad N. Hilton Fund for Sisters, a new initiative was launched to provide signature grants to SLDI alumnae to implement creative and innovative projects.

ASEC Board members continue journeying together with Sisters in Africa, revitalizing lives for women religious in Africa through empowerment. Thank you to the ASEC board of directors for their commitment and for investing their time and resources to educate Catholic Sisters in Africa.

I am grateful to all our partners. You have been incredible! I am overjoyed by the support of the Catholic Sisters Initiative at the Conrad N. Hilton Foundation for living out the legacy of Mr. Hilton: to support Catholic Sisters and their ministries. I am so grateful to our committed donors and the friends of ASEC, for in many ways you have made this year a success!

Thank you for the many wonderful ways you touched our lives during the year; Let the favor of the Lord our God be upon us, and establish the work of our hands upon us; yes, establish the work of our hands! Psalms 90:17.

With humility, like Mary, my Soul glorifies God, for truly, God has done great things for us! I wish you abundant blessings during Christmas, surrounded by family and friends, and a healthy New Year!

Sincerely,

Sister Jane Wakahiu, LSOSF, Ph.D., ASEC, Executive Director



*Sr. Jane Wakahiu*



## My Life with ASEC *(continued from front)*

unanimously agreed with her, and, in February 2007, a \$2 million grant was awarded to Marywood University to launch SLDI.

In February 2008, I left my position as Grants Officer at the Hilton Fund for Sisters to become Program Officer at the Hilton Foundation. One of my first responsibilities was to represent the Hilton Foundation at the first meeting of the SLDI Advisory Committee at Marywood University on March 27, 2008. What was as clear then as it is today is that SLDI (to say nothing of HESA) is a remarkably complex initiative, the success of which is predicated on an intricate web of relationships spanning two continents.

What I hope to do in a series of articles in subsequent newsletters, is to offer an analysis (and an appreciation) of this complexity.

From where I sit, ASEC is fundamentally a story about partnership, understood as the pursuit of mutual interest. Collaboration is a kind of partnership: a partnership among more-or-less equals. But equality is difficult to maintain. Nature seems to abhor the equal distribution of power, whether manifest as wealth or other forms of influence. Rivalry, not equality, seems to be its law. From a psychoanalytic perspective, sustaining any collaborative endeavor demands that competitive egos -- whether personal or institutional -- are held in check. This is easier said than done.

Yet, we have managed to do it! We have benefited from the wisdom and work ethic of so many sisters and committed laypersons over the years. We have benefited not only from smart people, but also from smart structures that are able to adapt to rapidly changing circumstances. There is a lot here to celebrate; yet, there is much left to be done. I look forward in subsequent installments to exploring what we might learn from what we have accomplished so far and how we might use that knowledge to create a vital future for the African sisterhood.



## Conrad N. Hilton Fund for Sisters Travels to Kenya to present to ASEC Staff and meet AOSK leaders.

*By Sr. Marcia Sichol, SHCJ; SLDI - Executive Director, Conrad N. Hilton Fund for Sisters*

Sr. Jane Wakahiu, the Executive Director of ASEC and the SLDI program, and Sr. Marcia Sichol, Executive Director of the Conrad N. Hilton Fund for Sisters, visited Nairobi, Kenya, January 2014. Sr. Marcia spoke to the Association of Sisterhood of Kenya (AOSK) and to the SLDI directors in East Africa (i.e. Kenya, Tanzania and Uganda); and Central Africa (i.e. Zambia and Malawi, from Central Africa); and West Africa (i.e. Cameroon, Nigeria and Ghana).

During the planning session, representatives from ASEC and the Conrad Hilton Fund for Sisters expressed intentions for the ASEC coordinators in Africa to take on new responsibilities, namely, to make site visits to projects funded by the Fund for Sisters and to plan for a grants program that will benefit SLDI-graduate ministries.

Srs. Jane and Marcia also spent several days visiting numerous ministries near Nairobi, where sister graduates of the SLDI program are working: the Assumption Sisters Sustainable Initiative Farming Project, The Maria Immaculate Centre, St. Francis Community Based Centre, Teresa Nuzzo Children's Home for Orphaned Children, and the Evangelizing Sisters of Mary Immaculate Centre. The site visits to SLDI graduate projects demonstrated the sisters' service to diverse populations and in varied ministries.

"The many sisters ministering in the Nairobi area are serving the most vulnerable of God's people. It was a privilege to visit them and to plan for a program of further collaboration with the Conrad N. Hilton Fund for Sisters," Sr. Marcia said of the experience.

To name a few examples, the Assumption Sisters Sustainable Initiative Farming Project hosts operations for fish farming, coffee processing, and subsistence farming. Staff and retired sisters at the site also make uniforms for children attending schools in the area. On the other hand, the St. Francis Community Based Centre, is a hospital site, as well as a center where sisters care for street boys. They provide food and milk for



*Sr. Marcia Sichol, Executive Director, Conrad N. Hilton Fund for Sisters visited several SLDI alumnae ministries in Kenya to assess the impact of the funds given to the alumnae. One such ministry is Sr. Maria Immaculata Center, children were excited to interact with Sr. Marcia.*

the boys by means of an onsite dairy farm. Lastly, the Evangelizing Sisters of Mary Immaculate Centre serve children in four major slums through several ministries, including a micro-finance program for unwed mothers, a school, an animal husbandry project, and a dispensary that serves people with HIV/AIDS.

## New Students Enroll for Higher Education through HESA

In fall 2014, 63 new students began courses through the Higher Education for Sisters in Africa (HESA) program. HESA is currently serving 127 sisters from various nations in Africa. Another 21 sisters are scheduled to begin courses in spring 2015, bringing the total to about 148.

New students who began classes this fall are enrolled at 6 colleges and universities: Saint Augustine University, Tanzania; Catholic University of Ghana; Kisubi Brothers University College, Uganda; Chemi Chemi Institute, Kenya; Veritas University, Nigeria; and through the partnership with Chestnut Hill College in Philadelphia and Catholic University of Ghana. This is in addition to ongoing classes at Catholic University of East Africa, Kenya; Tangaza University, Kenya; Catholic University of South Sudan; and Marywood University, Scranton, PA.

Each cohort of entering students participated in an orientation in the summer. During these sessions students bonded and were introduced to HESA and their university. Students studying online participated in three-week orientations, which cover topics including, computer skills, goal setting, and time management.



*Eight new HESA students participate in orientation for Kisubi Brothers University College Uganda at Association of Religious of Uganda Center, Kampala, Uganda.*

In August, Sr. Jane Wakahiu, Executive Director of ASEC and Dr. D. Miller, met sisters enrolled in HESA who acclaimed the program and participated in an orientation at ARU Secretariat in Kampala, Uganda. The meeting occurred during their site visits for SLDI and HESA. Sr. Jane Wakahiu, addressed the eight sisters who are enrolled for a BA in Business Administration at Kisubi Brothers University College, Uganda, through HESA. The sisters began classes in August.

## Second Marywood-CUEA Cohort, thrives after one-year of coursework

A second cohort of sisters started classes online at Marywood through the HESA program as part of the Marywood-Catholic University of East Africa (CUEA) hybrid, online-onsite degree program. In November-December 2013, the students participated in a three-week orientation taught by instructors Sr. Margaret Gannon, IHM, Ph.D., and Sr. Kathleen Burns, IHM, Ph.D. Srs. They taught Orientation to Online Learning to the first Marywood-CUEA cohort and they are teaching the course to a third cohort from Kenya, Uganda, and Zambia, which began Nov. 23.

The second MU-CUEA cohort began classes in January 2014, online at Marywood, and completed 27 credits in 2014. The sisters participated in reflective learning, May 2014. They continue to thrive in the program.



*Students enrolled at Marywood-CUEA through the HESA program, pose for a picture during reflective learning, May 2014.*



## SLDI Training promises to Foster Sustainable Leadership Amongst Sisters in Africa

In 2014, the Sisters Leadership Development Initiative (SLDI) completed thirty-two one-month training courses in eight African counties



*Dr. Murray Pyle of Marywood instructs sisters in Cameroon during SLDI.*

– Ghana, Uganda, Malawi, Tanzania, Zambia, Kenya, Nigeria, South Sudan, and Cameroon. The courses were offered in two tracks, Financial Management and Administration.

2,100 sisters have attended the SLDI courses since the program's beginning 7 years ago; 758 will be participating in 2014, alone. Increased numbers are partially the result of SLDI's expansion into additional countries.

SLDI Cameroon welcomed its first cohort of 20 sisters, 80 total sisters participated in 2014 in Cameroon workshops.



*Fr. Michael Niba, Vice Chancellor of the Catholic University of Bamenda, welcomes SLDI faculty and students to campus on day one of SLDI Finance I in Cameroon, May 5, 2014.*

"Before long, the impact of this little milestone will be akin to dropping a fairly big stone in a deep calm lake, which will continue to produce ever widening circles of ripples," Mr. Otu George, who taught an SLDI course in Cameroon, said of his hopes for the program.

Core topics covered in SLDI include: mentoring, stewardship and accountability; personal and organizational integrity; effective management, communication, and leadership. The administration track narrows on topics including human resource management, grantmanship, and corporate governance.

The nature of the SLDI course is to merge theory and practice with the intention

that sisters bring new skills to share in their communities. During breakout sessions and group presentations, the sisters are able to bring their respective backgrounds, creativity, and critical thinking to bear.

"We have understood that leaders are not born but are developed through continuous learning and openness to take charge of the opportunities offered," said Sr. Hellen Murungi Karambu, who offered the student perspective.

## HESA Students Participate in Reflective Learning

Students receiving higher education through the HESA program gathered in May and June 2014, to participate in three-day reflective learning workshops. Separate sessions were held in Kenya, Uganda, Zambia, and Tanzania.

Reflective learning serves to bring students together to reconnect and to evaluate the progress of their academic and personal goals since orientation. Students also share how their experience through HESA is affecting their personal lives and ministerial work.

Students enrolled at Marywood University, Saint Augustine University of Tanzania, Tangaza College, and Catholic University of East Africa participated in the reflective learning sessions. Students from each university gathered together and met, electronically, with their instructors for the summer and fall semesters.

HESA was designed so that sisters go through their program of study in a cohort. The cohort system provides a support network for sisters as they study for advanced degrees. Reflective learning is an important tool to further develop bonds amongst students, especially for students studying online.

Student comments suggest that the workshops energized the sisters for the coming year and offered them a space to reflect on their successes and communicate challenges.



*Group photograph of the Sisters who have attended HESA reflective learning at ARU Secretariat 23rd to 26 May 2014. The Sisters are (front row, left to right) Sr. Mary Germina Keneema (Programs Coordinator), Sr. Betty Namatovu, Sr. Mary Kanyesigye, Sr. Nankeya Robinah, Sr. Imelda Namyanzi, Sr. Mary Nalule, Sr. Delfina Luma, and (back row) Sr. Anna Unzia, and Sr. Cecilia Nibbyonyonka (facilitator).*

"It was lovely and exciting to interact through Skype with our colleagues from other countries. It was like another Pentecost whereby we were filled with a new life. The experiences of reflective learning, where strengths were shared, challenges addressed and encouragements were given to one another, serves as an energizer; and this motivates us in our studies," said Sr. Delfina Luma, Marywood-CUEA Cohort 1

## First Cohort of Sisters begin online at Chestnut Hill College

*by Sr. Lisa Oliveri, Professor Chestnut Hill College*

Eighteen sisters began classes online at Chestnut Hill College, August 25, 2014. The students participated in a three-week credited orientation course offered in Cape Coast, Ghana, June 29-July 19, 2014. Sr. Lisa Oliveri, a faculty member at Chestnut Hill College, instructed the students during orientation. Sr. Lisa previously



*The first cohort of students to enroll at Chestnut Hill College, through its partnership with Catholic University of Ghana, pose for a picture during orientation, July 1-18, 2014.*



taught courses for the SLDI program in Kenya, Uganda, and Nigeria.

The first group taking courses online at Chestnut Hill College serve communities in Ghana and Nigeria. During orientation, Sr. Lisa introduced students to the technology they would need to communicate with their online instructors. They learned multiple technologies in three-weeks.

All 18 sisters are studying for a degree in education. In their first semester, the students are taking courses with four Chestnut Hill faculty on topics such as human development and the foundations of education.

"I receive emails from these sisters excitedly telling me how they are able to use what they learned during the summer," Sr. Lisa said, adding, "All of these experiences show me their desire to learn not just for themselves, but to help them better serve those with whom, and to whom, they minister."

Sr. Lisa explained that her experiences have shown her how connected ASEC's mission is to the mission of Chestnut



*Sr. Lisa instructs the sister to enter Chestnut Hill College, online, during a three-week credited course offered in Cape Coast, Ghana, summer 2014.*

Hill College. She describes the mission as dedication "to serving the Dear Neighbors of student, faculty, staff, the surrounding community, as well as our global neighbors, without distinction and with love."

Chestnut Hill College's critical involvement with ASEC enables faculty, and students, to live out CHC's mission in an even broader, more meaningful way.

In preparation for Catholic sisters in Ghana and Nigeria, Chestnut Hill College held an African Culture Workshop, May 22, 2014. Eighteen Chestnut Hill College faculty, staff, and administrators attended the workshop. Students connected with faculty members through the internet at orientation and at online learning support sessions in Nigeria and Ghana, which were held in October.

## Brigid Blake, Reports on the Need for and Impact of SLDI in Malawi

Malawi is a country filled with challenges presented by lack of so many things we consider essential: access to good health care, quality education, paved roads, transportation, nearby water, electricity, and technology, to name a few. Girls are particularly disadvantaged; unless they qualify for, and can afford to go to a boarding school, their access to secondary school is impeded by issues of safety, weather in the rainy season, home chores, and poor study conditions at home.

These problems exist in many of the countries of sub-Saharan Africa, but are more prevalent, and more visible, in Malawi than in any of the countries (i.e. Uganda, Kenya, and Zambia) where I had previously presented the SLDI Administration course.

Although Malawi is listed among the ten poorest countries of the world, it is rich in human energy, resourcefulness and spirit. The 20 sisters who gathered at the Association of Religious Women Institutes of Malawi Center in Lilongwe for the first SLDI Administration course were the least prepared, educationally, as a group for the level of the course. Many had minimal or no post-secondary education. Since English is not their first, or even second, language, a considerable number of them were more limited in their ability to articulate their ideas in English. Yet, their intelligence and academic ability were high, and they approached every activity with commitment, energy, devotion, and good spirits, whether it was class work, liturgy, prayer, or chores.

Being an instructor in the SLDI program, as well as a member of the Board of Directors of ASEC, places me in the privileged position of being able to observe the fulfillment of the mission of ASEC and to participate in its implementation on the ground. The experience continually clarifies and affirms the aptness of that mission with its emphasis on education, particularly higher education, for sisters. It has also allowed me to make a more informed contribution to the development of the HESA program, as well as to the SLDI curriculum. The personal rewards are unmeasurable.

In each of the countries I have worked, I encountered a hunger for education, but nowhere more than in Malawi. Access to education is a precious resource, and the sisters are grateful for as much as they have received. But they know they need more. Variations of the following comment made by a sister at the end of the Malawi Administration course could be heard frequently, "Very often I am given leadership positions without any preparation at all, and such situations very often have brought me into frustration because I fail to perform. This course has really given me skills for leadership and I am now ready to deliver with courage."

Even a few weeks after orientation, the sisters in Malawi were deeply appreciative of the education provided by the SLDI course and were enthusiastic about sharing their knowledge with others in their communities. Even in the few weeks since its ending, one sister wrote about the dynamic impact of a training to improve teacher performance that she provided based on the SLDI leadership course.

In addition, while in Malawi this year, I was able to visit a graduate of the first Zambia SLDI Administration Track, whom I taught in 2011 and 2012. Sr. Agnes Lungu is now working as Principal Administrator of Likuni Mission Hospital in Lilongwe, and it was a revelation to see the extent to which she is called upon to apply her learning from SLDI, including sourcing grant funds, strategic planning, and human resources management. After two years, she has become a consummate grant proposal writer and has numerous funded projects under way. The hospital's Board of Directors and some funding organizations had recently requested that the hospital develop a strategic plan. Together with her senior management staff, and using the format presented in SLDI, she had just completed it and sent to the Board for approval. And as if her plate were not quite overflowing enough, she is also enrolled in an online degree program.

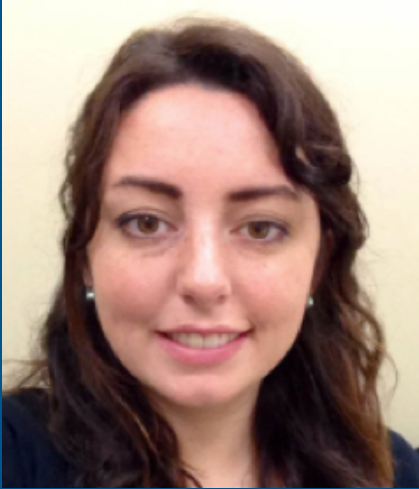
Sr. Agnes's leadership has kept the Likuni Mission Hospital focused on providing and improving the quality of child and maternal health services. She, however, is just one representative of the fulfillment of the dream of ASEC to empower sisters through education. There are many, many more who are having an equally extraordinary impact on their immediate communities and far beyond. The need, nonetheless, seems boundless.



*Sr. Mercy is pictured receiving her laptop in Malawi from Ms. Brigid Blake, SLDI Faculty and ASEC Board Member.*



# WELCOME to NEW STAFF



**Rosemary A. Shaver, M.Ed.**, started as HESA Program Coordinator in August 2014.

I am happy to work in a capacity that allows me to utilize my knowledge of higher education, student development, and international relations. My work for HESA fulfills the desire I have to be engaged with the global community and to help generate positive change among underserved populations. I enjoy working with the Catholic Sisters in Africa and continue to learn about their culture, as sisters, individuals, citizens, and professionals.

I recently completed a M.Ed. in Higher Education Administration at Penn State University and graduated in 2012 from the University of Scranton with a B.A. in History and Political Science. At the University of Scranton, I also completed a Religious Studies minor and Peace and Justice Studies concentration. My work with HESA allows me to call upon each of the subjects I studied as a student.

Working with the sisters, and communicating with them regularly, I am struck equally by their hunger for education and gratitude to the Conrad N. Hilton Foundation, ASEC and the HESA program for providing them the opportunity to receive education. It is wonderful to receive accounts from the sisters that detail the effects of the education they are receiving through HESA. Through these exchanges, I am coming to learn how the work of ASEC educating Catholic sisters in Africa, lives beyond the classroom in the sisters' local and extended communities. As the sisters are working and studying simultaneously, the outcome of skills gained in the classroom are often immediate.

I look forward to continuing my work with HESA and contributing to our understanding of Catholic sisters in Africa.

**Laura Ann Camlet Houser, Ph.D.**, is the SLDI Program Evaluator.

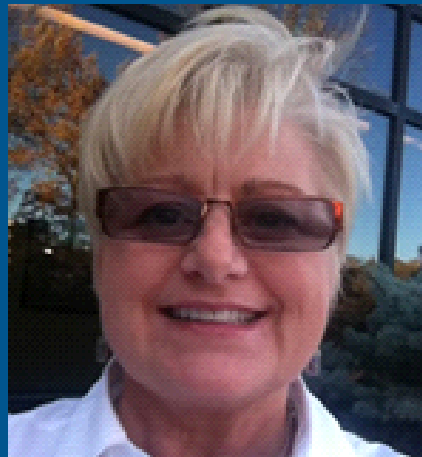
As program evaluator, I have the opportunity to evaluate the projects conducted by SLDI. I am continually impressed by the dedication of SLDI participants. As a woman who values the importance of education, it is rewarding to see how sisters in Africa are working to improve their own education, and in turn educating and serving others in their community. SLDI program provides such a wonderful opportunity to these women, allowing them to positively impact the lives of so many others.



**Kristie J. Congdon** is the Information Specialist for Marywood University's Office of Research and Sponsored Programs.

I work within ASEC tracking and recording the HESA and SLDI program evaluations and participant data and demographic information. This information is then made available for required reporting and research interests. Accuracy, detailed documentation, and preliminary reporting are important aspects of my position, as each program continues to grow and develop.

I am honored to work with the many team members of HESA and SLDI. The dedication and drive of the ASEC



Coordinators toward the program and its participants demonstrate how ASEC benefits each community it touches. It gives me great pride knowing so many women's lives are enhanced by the work ASEC is doing. With an increased number of countries and sisters being served by HESA and SLDI, more people are aware of the positive impacts each of these programs have on an individual and her community. It is thrilling to see the growth and continued improvements within HESA, SLDI and all of the ASEC programs.

**Dr. Samantha Christiansen** is the new HESA Evaluator.

I am excited to join HESA in an evaluator role. I am an Assistant Professor of History and Director of Women's Studies at Marywood University. I specialize in gender, social movements, and urban history in the developing world. In addition to overall program evaluation, I'm looking forward to conducting qualitative research on the experiential aspects of the program by collecting oral testimony and histories from program participants.





## MEETINGS

### SLDI and HESA Advisory Board Meeting March 21, 2014



There was a meeting of the SLDI/HESA Advisory Board on, March 21, 2014 at Marywood University

FRONT ROW FROM THE LEFT – Mr. Brad Myers, Senior Program Officer, CNHF Grace Lines, Sr. Rosemarie Nassif, SSND, PhD, Director Catholic Sisters Initiative at CNHF; Sr. Jane Wakahiu LSOSF, ASEC, executive Director; Sr. Anne Munley, IHM, President, Marywood University & Chair, ASEC Board; and Dr. Francis DeMatteo.

SECOND ROW FROM THE LEFT – Kristie Congdon; Joan Penzenstadler, SSND, PhD, Vice President for Mission and Identity; Bobbijo Pinnelli, Director of Online Learning, Rosemont College; Sr. Anna Mary Henrietta Nyangoma MCEsm, Superior General, Evangelizing Sisters of Mary; Sr. Mary Bryan, SHCI; Susanne Dumbleton, Director, School of New Learning, DePaul University; Dr. Maria Montoro Edwards, Ph.D., Assistant Vice President, Research and Sponsored Programs, Marywood University; Sr. Elaine Martin, OSF; Dr. Diane Keller, Ph.D., Director, School of Social Work and SLDI Evaluator; Dr. Laurie Houser, Ph.D. incoming SLDI Evaluator; and Sr. Florence Nwaonuma, SSH, Superior General

Absent from the meeting were Sr. Lisa Olivieri SSJ, Associate Professor, Computer Science, Chestnut Hill College.



### ASEC Board Meeting 2014

There was a meeting of the ASEC Board, September 10, 2014, Chestnut Hill College. The meeting included representatives from ASEC and ASEC Member organizations – Sisters of St. Joseph (Chestnut Hill College); the Sisters, Servants of the Immaculate Heart of Mary of Scranton (Marywood University); the Sisters of St. Francis of Philadelphia (Neumann University); and the Society of the Holy Child Jesus (Rosemont College).

STANDING, FRONT ROW, RIGHT TO LEFT: Katheryn Miller, SSJ, Assistant to the President for Administration and Special Projects, Chestnut Hill

College; Sr. Jane Wakahiu LSOSF, Ph.D., Executive Director, ASEC; Sr. Margaret Gannon, IHM, Ph.D., Marywood University; Sharon Hirsh, Ph.D., President, Rosemont College; Sr. Anne Myers, SSJ, Congregational President, Sisters of Saint Joseph; Ann Henry, Ph.D., Vice President, World Wide Operations Cisco Capital; Carol Ann Knight, SHCJ; Sr. Mary Ann Buckley, SHCJ, Providence Leader, Society of the Holy Child Jesus; Sr. Anne Munley, IHM, President, Marywood University.

BACK ROW, RIGHT TO LEFT: Grace Lines, Marywood University; Sr. Anne McNamara, OSF, Director Sponsored Programs, Franciscan Sisters of Philadelphia; Sr. Carol Jean Vale, SSJ, President, Chestnut Hill College; Brigid Blake, MA, Dip; Jane Farr, Ph.D.; Sr. Ellen Maroney, IHM, President of the Sisters of Immaculate Heart of Mary Scranton.

Not in the photo Rosalie M. Mirenda, Ph.D., President, Neumann University.

## APPRECIATION

Sincere Appreciation to Our Generous Benefactors and partners, you made this year a success! We are blessed in 2014 to have received many charitable donations which helped us to implement our programs. We recognize with gratitude your generous support both monetary and in kind.

*Roman Catholic Arch Bishop of Los Angeles, CA  
Conrad N. Hilton Foundation*

*Conrad N. Hilton Fund for Sisters*

*Ann Henry*

*Allison Antonini*

*St. Martin DePorres Church*

*John & Elizabeth Stapleton*

*J. W. Norpel*

*MaryKnoll Sisters of St. Dominic*

*Sisters of Charity of Leavenworth*

*Franciscan Sisters of Chicago*

*Sisters of St. Francis*

*Franciscan Poor Clare Nuns*

*Laurie M. Cassidy*

*Barbare Cadbois*

*Notre Dame Sisters*

*John & Ann Costanzi*

*Eric Sandlack*

*Mary Ellen Norpel on behalf of the*

*Sisters of St. Joseph*

*GHR Foundation*

*MaryKnoll Fathers & Brothers*

*Brigid Blake*

*Our Mother of Consolation,*

*Chestnut Hill, Philadelphia*

*\*In addition, several anonymous contributions were made*

## MAJOR EVENTS

### ASEC Signs a Framework of Reference (FOR) with Catholic University College of Ghana

ASEC signed a FOR with Catholic University of Ghana (CUCG) to affirm its participation in the HESA program, July 11, 2014. The partnership is designed to serve sisters, particularly in Ghana and Nigeria, and provide them with educational opportunities through CUCG. The Framework was signed by Prof. James Hawkins Ephraim, Vice Chancellor of CUCG; Sr. Jane Wakahiu, Executive Director of ASEC; Sr. Lisa Oliveri, Chestnut Hill College; and Sr. Matilda Sorpkor, Superior General and President, Conference of Women Religious in Ghana and Sr. Faustina Hasford, Superior General, Society of Infant Jesus, Cape Coast, Ghana.

Addressing the participants at the signing of the partnership agreement, Prof. James Hawkins Ephraim, stated that HESA highlights CUCG's true Catholic character, and added, that the presence of the women religious can transform the face of the university.

Catholic University of Ghana serves HESA Students through education programs onsite and online, in partnership with Chestnut Hill College. Seventeen students began studying online at Chestnut Hill in fall 2014, and six are studying onsite at Catholic University of Ghana.





*ASEC signed a Framework of Reference with Catholic University of Ghana, Cape Coast, Ghana, to enroll onsite students through the HESA program. Present at the meeting, and picture right to left, were: Sr. Faustina Hasford, Superior General of Sisters of Infant Jesus; Sr. Matilda, Superior General, Sisters Matilda Sorkpor and President, Ghana Conference of Women Religious; Sr. Jane Wakahiu, ASEC, Executive Director; Professor James Ephraim, Vice Chancellor, Catholic University of Ghana; and Sr. Lisa Oliveri, SSJ, Associate Professor, Computer Science, Chestnut Hill College.*

### **ASEC Signs a FOR with Catholic University of East Africa, Kenya**

On January 20, 2014, ASEC signed a FOR with the Catholic University of Eastern Africa (CUEA) for sisters studying onsite at the university through the HESA Program. The agreement was signed by Msg. Pius Rutechura, Ph.D., Vice Chancellor, CUEA and Sr. Jane Wakahiu, Ph.D., Executive Director of ASEC.

Eight sisters began studying at CUEA in the spring semester of 2014. The sisters are studying for degrees in the arts and sciences, and commerce. A second cohort of sisters will begin studying at CUEA in spring 2015.

### **ASEC Signs a FOR with Kisubi Brothers University College (KBUC), Uganda**

On January 6, 2014, ASEC signed a Framework of Reference with KBUC, Uganda. Through the partnership, eight sisters began classes in fall 2014. The sisters are taking coursework in Business Administration. Present at the signing were Professor John Ssebufu, Principal of Kisubi Brothers University College, Uganda; Br. Bernard Nakato, Deputy Principal, KBUC, Sr. Margaret Kubanze, LSOSF, Secretary General, ARU, Uganda, Sr. Germina Keneema, ASEC Programs Coordinator, Uganda and Sr. Jane Wakahiu, LSOSF, ASEC, Executive Director. Faculty and Administrators of Kisubi Brothers University College were present.

### **ASEC Signs a FOR with the Association of Sisterhood of Kenya (AOSK)**

ASEC signed a FOR on January 20, 2014 with AOSK. The agreement provides for Sisters to study theology at the Chemi Chemi Ya Uzima Institute, Nairobi, Kenya. Through the FOR, five sisters enrolled at Chemi Chemi in fall 2014.

Present at the signing were Sr. Agnes Wamuyu, AOSK Executive Secretary, Sr. Odilia Naliaka, Director of Chemi Chemi Institute; Sr.

Jane Wakahiu, ASEC, Executive Director, Sr. Lina Wanjiku, Director, East and Central Africa, ASEC programs coordinators from eight countries, faculty, staff and students of Chemi Chemi Ya Uzima Institute



*A tree is planted to mark the signing of Framework of Reference at Chemi Chemi Ya Uzima Center, January 20, 2014.*

### **Marywood University Signs a Memorandum of Understanding with Kisubi Brother's University College, Uganda**

On June 11, 2014, Sister Anne Munley, IHM, President of Marywood University, Scranton, Pa., and Professor John Ssebufu, Principal of Kisubi Brothers University College, Uganda, signed a Memorandum of Understanding. The agreement, between Marywood University and Kisubi Brothers University College, was established to provide education for the Catholic Sisters in Uganda through the HESA program.



*Prof. John Ssebufu, Principal Kisubi Brothers University College signs the MOU together with the Sr. Margaret Kubanze, LSOSF, Secretary General, Association of Religious of Uganda.*



*Seated: Dr. Alan Levin, Vice President for Academic Affairs and Marywood University president, Sister Anne Munley, IHM; Standing: Dr. Maria Montoro, Edwards, Assistant Vice President for Research and Sister Jane Wakahiu, LSOSF, ASEC, Executive Director.*

Leaders from Marywood and Kisubi joined to discuss the agreement online, using Blue Jeans conference call. Sr. Anne and Prof. Ssebufu talked about the new partnership and shared insight on their institutions' commitments to providing quality education.

### **Sr. Rosemary Smith Speaks at ACWECA Meeting, August, 2014.**

*By Sr. Rosemary Smith*

The Association of Consecrated Women in Eastern and Central Africa (ACWECA) held its 16th triennial assembly around the theme, "Go, do not be afraid, and serve," August 16-29, 2014, in Lusaka, Zambia. Approximately one-hundred Superiors General attended. The Superiors came from various countries – Ethiopia, Eritrea, Kenya, Malawi, Sudan, South Sudan, Tanzania, Uganda and Zambia. Numerous observers from religious congregations in Zambia, the local Catholic lay women's association and others, also attended the event.

The Assembly began with a celebratory Mass at the cathedral and also included a presentation by the ACWECA chairperson, a report by the Secretary General, presentations by outside experts, three-year reports from each of the nine national organizations of women religious, presentations of research conducted since the previous ACWECA meeting three years ago, and an executive session.

At the request of ACWECA, the African Sisters Education Collaborative (ASEC) identified and sponsored Sister Rosemary Smith, SC, JCD, to facilitate a day-long workshop on canon law during the Assembly. In response to identified areas of concern and interest, Sister Rosemary presented on three topics – structures, membership issues, and property issues.

Throughout the canon law workshop participants posed many questions. Many sisters also asked to speak privately with Sister Rosemary about a particular situation with which they were dealing. The response of the participants and the level of engagement suggest that canon law expertise, specifically as it impacts religious institutes, is a great need for many of these congregations, a need which they cannot readily resource. The workshop was funded through ASEC.



*Sr. Rosemary Smith Speaks at ACWECA Meeting, August, 2014.*



# SLDI & HESA

## STUDENT VOICES & STORIES



### **Sr. Adeodata Ahimbisibwe, DMJ, HESA, Marywood-CUEA, Kenya (1C1)**

I conceive the birth of HESA as a gift from heaven for religious women in Africa.

It was a joyful surprise that HESA is a program that focuses on ability, rather than age. Before HESA, I had nearly given up on the idea of accessing higher education.

My experience in HESA has been joyful. In my academic studies, I am exposed daily to new knowledge and skills from varied

fields. Although the growth in knowledge I experience in HESA is largely academic, there is also an informal element. I interact with people from East, Central and West Africa, and I have come to know people through HESA who I would not have known otherwise. The sharing that occurs during study groups goes beyond scholarship, and includes building relationships. The HESA students are like family members. When we meet on the university campus, we are not strangers.

Oh yes, just around the corner awaits a time when HESA students, religious women, “transformers of society,” belonging to different religious congregations and from different parts of Africa, will graduate with degrees in varied academic fields. Enlightened and empowered, these religious women are enabled to critically face the challenges of every day, and to contribute firmly and wisely to the finding of solutions to different challenges in society.

### **Sr. Mary Kanyesigye, OLGC, HESA, Marywood-CUEA, Uganda (1C2)**

My name is Mary Kanyesigye, a religious sister of the Sisters of Our Lady of Good Counsel of Mbarara in western Uganda. I am a teacher at the St. Cecilia Girls' Vocational School in the Bushenyi district. I am a student at Marywood University, enrolled online through HESA since November 2013. For this program, Marywood partnered with Catholic University of East Africa (CUEA).

In 2013, I was given a golden chance to become part of HESA. I was speechlessly happy! Upon my acceptance, I was very curious about the new experience I was to begin, and several questions entered my mind. Among these questions:

How can one study online? Will I be seeing the lecturer? Will I be asking questions in case I do not understand? How about discussions?

Furthermore, as my teaching subjects are art and design, I asked myself, how I will be uploading art pieces via the internet, especially sculpture and ceramics!

The time came; I attended the HESA orientation course in Nairobi, Kenya. Our instructors journeyed with us well and made sure we learned all that we needed to be able to study online. When the orientation course was over, we all left to our communities. It has been very interesting, sitting in my room and studying in a university that is so far from me, and chatting with fellow students and instructors, conducting research, and taking tests.

I find studying online doable. At times, the network has been a



challenge, but our instructors are considerate of this challenge. My community has also been understanding of my schedule because I at times have to miss community responsibilities.

My words cannot fully express what is in my heart! I am so happy and grateful to God and our sponsors, the Conrad N. Hilton Foundation, ASEC, HESA, Marywood, CUEA, the Director, coordinators, Instructors, HESA cohort two, and my Superiors. I only wish you very many blessings!

### **Sr. Jacqueline Yuyun, Sister of Saint Ann, SLDI, Cameroon**

I came to SLDI leadership Workshop out of obedience after being enrolled by my Superior. Although I was earlier consulted, leadership was not my priority. So, I reluctantly came for the workshop.

My experience with SLDI, confirms to me that there is a price to every act of obedience.

Early on, and as the course progressed, my view of things began to change. I realized there was more to the program than I earlier imagined. As days went by, my excitement and curiosity increased. The change of facilitators and the novelty of their various topics actually made me impatient to meet them. Every weekend, I looked forward, eagerly, to the upcoming week with great expectations.

Of the many interesting topics treated, a number of them – mentee-mentor relationship and their respective roles, differences between a leader and a manager, team building, conflict management and resolution – left a strong impact on me personally. I think this is because interpersonal relationships are very important in my field of work.

The nature of my work as a teacher in our formation house requires a lot of tact dealing with people from different backgrounds and of various personalities, visions and aspirations. So, this course was very timely for me in my work. Before this time, I had read a few books on leadership with very little interest, because I thought that leadership was for a selected few.

I find this course an almost indispensable stepping stone that God used to equip me for the task. The ASEC leadership workshop empowered me, and I long to use every opportunity to apply the knowledge acquired. I find no better, or more immediate, way of showing my gratitude than the implementation and the transmission of the knowledge received.

Yes, it is my experience and conviction; there is a price to obedience.



### **Sr. Angela Mpundu Mwaba, SLDI, Zambia**

My name is Sr. Angela Mpundu Mwaba, of the Little sisters of St. Francis, in Zambia. I was privileged to be one of the sisters trained in basic computer studies in 2013. In 2014, I also participated in the SLDI Administration Track II, at the Kalundu study center, Zambia. I would love to pass my sincere gratitude to ASEC for having afforded me the opportunity of being among the sisters empowered with computer skills. Sharing my experience after being empowered, I can say that I have become more useful to both my community and in my professional life, as a teacher.

Since completing the program, at my school I was asked to be in charge of the computer lab. I also teach classes on computer skills to students. In each class there are 45 pupils, who are learning computer skills and performing extremely well. Since beginning to teach computer classes, the school promoted me to head the IT Department.

Each time I teach computer classes, I realize that I am helping others, and also, developing my own skills and knowledge.



## **Sr. Gail Cabral, IHM, Ph.D., SLDI & HESA Instructor, Marywood University**

Planning a trip to Tanzania this summer to teach in the SLDI program, I expected to have a good experience, and to enjoy teaching the sister-students. This would be my third experience of this kind, and I thoroughly enjoyed the four weeks I spent in Nigeria in 2008, and Ghana in 2011.

As I anticipated, the sisters were very welcoming, very eager to learn, and grateful for my efforts and for the content itself. My experience of sub-Saharan Africa is that welcoming is more than a greeting custom; it is a way of living, a very real spirit of openness and inclusion. The first Swahili word I learned was “Karibu,” used both as a greeting and as the response to “Asante,” or “Thank you.”

A second fulfilled expectation was that the sisters would work hard and would help each other. The teaching day was long, approximately from 8 a.m. to 6 p.m., broken up by “tea breaks” each morning and afternoon, and by lunch. On one occasion, when Sr. Tryphina, ASEC Tanzania Coordinator and I had to be in Dar-es-Salaam on a Monday, we arrived back in the afternoon to find that the sisters were working so hard on their grant proposals that they had not taken their tea breaks. They were thoroughly engaged and excited about their plans to improve their ministries. As I had hoped, the sisters brought to their study the sense of service, one of the important values of education. The sisters knew this value and lived it.

The sisters were very grateful, and expressed it in many ways. First let me talk about my surprise. I did not anticipate that I would experience an intense feeling of gratitude for my own education. My formal education was many years ago and from dedicated faculty, most of them women religious. The teaching styles and content had some of the limitations of the educational philosophies of the day. But there was enough thoroughness, and breadth, to make me ready for whatever came next. It was, to usurp a phrase used in psychology about parenting, “good enough teaching.” When broader opportunities presented themselves later, I was ready for them. I had the requisite curiosity, enough confidence and enough humility.



*Facilitator Sr. Gail Cabral, IHM, Marywood University, poses with students Sr. Christa Mrosso and Sr. Flora Mtibo during the Administration Course I, Tanzania, June 7 – July 5, 2014.*

Back to the sisters in Tanzania, their gratitude was certainly very welcome and moving. They occasionally applauded at the end of class. They were lavish in their thanks and their gifts at our closing Culture Day party. They also demonstrated that mixture of sincerity, openness, hard work and enthusiasm, that are the delight of every teacher.

That is the most important point. My own reflections on my education are the counterpoint of my understanding of the importance of these ASEC programs. The time is now and the place is Africa, where energy and belief in learning meet great need – the educational needs of the individual sister, the needs of the people she serves, and the organizations she leads or will lead.

## **Bro. Paul Mensah, CSC, Reflects on SLDI and its Presence in Ghana**



*Bro. Paul Mensah, CSC, poses for a picture.*

Through SLDI, ASEC continues to educate and empower sisters in nations throughout Africa. In 2014, 38 sisters participated in SLDI Finance courses in Ghana. The workshops took place at two locations in Elmina, Ghana, to allow more sisters to participate, June 1-27, 2014 and July 28-August 23, 2014.

Although the sisters who participated were all working in Ghana, their origins were diverse. Sisters originating from Ghana, Nigeria, Benin, Angola, Congo Brazzaville, Burundi, Kenya, and India, participated in the two SLDI Finance course sessions. Furthermore, the sisters represented 21 religious congregations with varied backgrounds in their professions and ministries.

The facilitators' initial assessment of the sisters showed a common characteristic: they had little or no background, or formal training, in accounting and finance, despite being positioned in responsibilities that deal with finances.

The content of the program included accounting, financial management, auditing, corporate governance, strategic planning, human resource management, fundraising, leadership, and written and oral communication. The content, although well-designed and carefully thought out, at first seemed too much for the sisters; especially, considering their backgrounds. However, the sisters' resolve and hunger to learn pulled them through the intensive work.

On a few occasions, I had to give extra classes to reinforce some of the concepts. The sisters spent long hours in the evenings doing their assignments, reflecting on the day's activities and getting ready for the following day's work.

As part of the program, each sister who participated received a laptop computer. To ensure the sisters use of the technology, the facilitators required that all their assignments be completed on the computer. For most of the sisters, it was the first time they received an opportunity to own a computer. It was amazing to see some of the sisters holding their computers like their 'babies,' gently.

The last day of both courses is when the sisters shared their experiences of the program. Hearing the sisters' stories, and how much they have gained, I could not help but express the joy of the accidental blessings both from the sisters and from myself. From the perspective of many sisters, it was an accident for them to come for the program, because the finance track was not their choice or they did not want to come at all but for the orders of their superiors, they came. In the end, it was a blessing because what they gained was beyond their imagination than their initial resistance could warrant. Their sense of joy and gratitude to SLDI for the organization of the program; Conrad N. Hilton Foundation for funding the program; the facilitators for guiding them to gain insights into the world finance; the Coordinator to see to the successful completion of the programs, were strongly expressed.

## **Hedwig Nafula and Andrew Otsieno, EMD, Kenya, Reflect on leadership development**

Since our initial involvement in 2007, the SLDI team has made every effort to ensure there are resources to run the program, and therefore,



we always find a team of sisters to train in our assigned countries. The program has grown in scope in terms of countries covered and number of sister participants.

As facilitators, we learned of the sisters' struggle with the leadership responsibilities assigned because they are thrown into them with no formal preparation. From a very early point in their religious life they are assigned to lead congregational institutions. Due to the sisters' limited formal training, mistakes occur that can be avoided.

Leadership development for sisters in Africa is felt and will continue to be a need in the years to come. The sisters' leadership is transient; any leadership team stays in office for a given period of time. This means there is demand for developing sisters lead their congregations and in their ministries. Effective leadership of sisters has benefits to wider society because the congregations serve society in health, education, social services, etc.



*Bro. Paul Mensah, CSC, is pictured with the sisters who participated in the SLDI finance track in Ghana.*

### **Chunu Abraham, SLDI instructor, explains the impact of SLDI courses in Nigeria**

SLDI workshops are among the best things to happen to African women religious in recent times. The program has opened up pathways in the personal lives and ministries of sister-participants which hitherto were not there.

In my experience of working with the Nigerian sisters, the challenge over the years has been the basic fact that the sisters have varied educational backgrounds. However, this helps us to identify their needs. The quality of questions posed by, and interactions with the sisters, during and after the trainings provides a clear understanding of the sisters.

The tremendous enthusiasm exhibited by the sisters during the workshops is a source of strength and encouragement for instructors. The sisters' words and writings usually show how appreciative they are to the initiators and funders of the program. Sisters describe the courses as enlivening, and it is clear the knowledge imparted plays a role building their self-confidence and skills.

The SLDI program is helping the sisters adapt to the changes in our current world, especially as it affects the work they do with the world outside the religious life. For example, the administrative skills of sisters who are managing schools, hospitals, youth vocational, women development centers, pastoral centers improved tremendously during the course of the workshop. The knowledge in ethical leadership is helping them to identify and handle ethical issues as they emerge in their ministries.

We are looking forward to seeing Nigerian sisters make positive changes in their varied ministries and communities; thereby, changing our society positively and attracting more vocations for congregations.

## **Sr. Margaret Gannon, IHM, Ph.D. HESA Instructor, Marywood University**

It is my good fortune (and yours!) to be living in the century of Global Sisterhood. It has also been my privilege to be a witness of the growth of the African Sisters Educational Collaborative (ASEC) for many years of its development. I am grateful to Sister Anne Munley, not only for fostering the origins of ASEC, but for sharing with me the details of its genesis from 1995 to 1998. These include the growing concern of U.S. sisters in the early 1990s for the well-being of African sisters, and the consultation the U.S. sisters conducted with them in Rome in 1995, through the International Union of Superiors General. This led to exploration of the concern through two U.S. groups, Regions 3 of the Leadership Conference for Women Religious (LCWR), and the Neylan Commission. The consensus brought forth from the sisters' exploration of the noted concern was that the asset sisters in Africa most vitally needed was education. ASEC was born of that conviction.

My own involvement followed in 1998, three years after the initial exploration of the possibility. I was awarded a sabbatical leave from my Marywood faculty position for the spring 1998 semester.

I have been privileged to visit Ghana in the West and Kenya, Uganda and Tanzania in the East. November-December 2014 will mark my third participation in the orientation course for sisters entering HESA. This course prepares sisters to undertake the online courses presented by faculty in an American ASEC academic institution in collaboration with an African University—in our case, Marywood University and the Catholic University of East Africa (CUEA).

Sister Kathleen Burns, IHM and I instruct the sisters in the use of Microsoft Office, Marywood Information Systems, the Moodle system used at Marywood, and beginning techniques for writing a formal paper. In 2012, I was in Kenya, working onsite with the sisters in the orientation course, while Sister Kathleen worked from home in the U.S.

It is a delight each year to work with the sisters. They are enthusiastic, industrious, and unfailingly gracious. They consistently support one another in their studies, helping where one had some more advanced skills than another. I noticed in the year that I worked onsite, they worked at every available hour; at the end of our evening sessions, they would stay so long that I would have to leave them about 9:30 p.m. out of sheer exhaustion!

I also had the enriching experience of mentoring U.S. student volunteers on service-learning trips to Morogoro, Tanzania. In 2008, 2010, and 2012, 16 students and faculty members from Chestnut Hill College, Rosemont College and Marywood University traveled each year to Bigwa Sisters Secondary School in Morogoro to provide the students with tutoring for their English exams. Because the sisters are generally much older than the lay students, and at a disadvantage because of the several years that have elapsed since their last school experience, we chose to teach them separately and to provide them with sisters as instructors.

As a charter member of the ASEC board, I have been witness to the amazing progress that has been achieved since 1995. The prime characteristic of the early years was hope, confidence that God would guide this undertaking, at that time, such a dauntingly ambitious one. As programs began to advance, and support was forthcoming from individuals, congregations and foundations, especially the Conrad N. Hilton Foundation, our optimism surged, as did our appreciation for the dedicated efforts of so many who shaped and advanced the program. From an adventurous idea, it has flourished into a magnificent operation, presently affecting the lives of more than a million persons in Africa. It is built on consistent and authentic collaboration between the sisters of Africa, now nine countries strong, and their sisters in the United States.





## Father James K. Essuon, SLDI Instructor, Ghana

Women's Empowerment is among the most topical issues in Ghanaian society today. The state finds empowering women so critical in its effort to deal with the perennial socio-economic challenges and destitution in Ghana, just as in most regions of Africa. So much is the talk on women's empowerment in Ghana that a new State Ministry, the Ministry of Women and Gender, was created.

Happily, the current Ghanaian national agenda to mitigate the prevalence of human suffering and poverty by empowering and improving the lot of women, coincides with the overarching goal of SLDI. SLDI's overarching goal is "to deliver educational programs that will cultivate critical competencies to administer projects and programs that address human suffering and destitution more effectively."

Knowledge is Power, and SLDI recognizes this reality. It is highly commendable that SLDI is strategically using the empowerment of Catholic Sisters with quality education to serve as a beacon in its crusade to better human suffering on the continent.

This unique goal of SLDI, makes me excited because I feel it is a step in the right direction. I have always carried the conviction that helping the underprivileged to develop essential skills and competencies to better their lot is the most effective way of empowering Africans to tackle the problem of human suffering, which now is a scar on the global conscience. This approach is preferred to providing the underprivileged Africans charity or offering grants without linkages.

A Ghanaian adage, "If you give fish to the hungry you feed them for a day but teach them how to fish and you feed them for life," brings out the truism in this assertion.

Women are in the majority, and the most underprivileged, in Africa. Strategically, starting an educational movement for Women Religious in African countries will have a significant short and long term impact on the perennial issue of human suffering in Africa. As an SLDI instructor, I am experiencing the power of this new approach to dealing with human suffering in Africa.

During this year, 2014, I was privileged to provide facilitation services in Finance to two separate groups of SLDI sister students during the months of June and August in Ghana. Before the start of the program you could safely describe the general attitude and disposition of the Sisters with the following adjectives: timid, uninspiring, overly parochial, computer phobic, unsure of their capabilities, out of touch, uncomfortable with team work, and poor communicators. However, after four weeks of a very intensive, but pragmatically designed, workshop based on a theory-practice model, I saw a transformation of the minds and attitudes of the sisters.

It is very touching now to hear the students of the workshop share feelings empowerment, and express growth in knowledge and essential skills needed to make a real difference. At the close of the workshop they showed tremendous confidence, using some of the newly acquired terminologies with ease and demonstrating a wide degree of communication skills.

It was truly a moving experience for me to see one participant, Sr. Blandina, a woman in her late 50s who previously held a phobia for computers, using QuickBooks and making group presentations on a PowerPoint. Equally heartening were the sisters' expression of gratitude to the sponsors who made possible this transformation in their lives. Expressions of gratitude were often paired with promises to make this unique experience count in their daily lives and service to others.

Largely, the sisters promised to make their learning experiences count by utilizing newly acquired skills in their various ministries and sharing their experiences by mentoring others.

Summer 2014, will go down as one of the highest peaks in my facilitation and teaching career, and for good reasons. To impart knowledge and share experience, and to witness the transforming effect on students, almost instantly, is awesome and very fulfilling. Throughout most of my 29 years in the Priesthood, I have been involved with our diocesan financial administration and resource mobilization.

I have always carried the conviction that the most effective approach in responding to human suffering and destitution in Africa must include building the human capacity for a sustainable socio-economic growth. SLDI's effort then is a major step in the right direction, and a very timely one.

## PROGRAM IMPACT

### Sr. Lina Wanjiku Ndung'u, SE, SLDI & HESA East Africa Director



The impact of the SLDI program in Africa can only be described as magnanimous and life changing. This program has, to say the least, changed the face of Africa by empowering young religious women to make a positive impact in their society.

During our SLDI graduation ceremonies, moving success stories are told by the former and continuing beneficiaries of this program. The symbolic

ritual of cake-sharing, fondly referred to as the "cake oath" is conducted at graduation ceremonies. This is a significant event, which serves as a sign of the graduates' task to share their newly acquired skills and knowledge.

Among the many Sisters who honor this "Cake Oath" beyond graduation is Sr. Lucy Kanjira. Sr. Lucy's is a success story emerging from the SLDI program. After completing the SLDI Project Management course, and acquiring the requisite skills, she developed a project that focuses on elderly women in rural Africa. It gives women in these regions the opportunity to age with dignity.

Sr. Lucy engages the elderly women in various social and economic activities, including: basket weaving and rope making; buying and selling bananas or avocados; savings and loaning; counseling; and selling fire wood. Through these activities, many of the women are able to take care of their orphaned grandchildren, who are largely orphaned by HIV/AIDS.

It is true that knowledge is power. Sr. Lucy uses her power to put a smile on the faces of ageing women, and to help them put some bread on the table for their orphaned grandchildren. She is sharing the graduation cake with these elderly women.



*Sr. Lucy (center) participates in basket weaving with some aging grannies in rural Africa.*

### Sr. Clementina Obembe, OSF, West Africa Program Director



St. Mary Rehabilitation Center, Osun State is a ministry established 30 years ago and run by the Daughters of the Holy Spirit Sisters. Sr. Elizabeth Kehinde, DHS, the Center's administrator, is an SLDI Alumnae. In 2009, she trained in project management through SLDI, and has been administrator at the Center for six years.

At the Center, children are rehabilitated and put through





*Sr. Elizabeth is pictured with students at the center, Nigeria*

various types of skills acquisition. For example, in the Center's self-empowerment program, I met a young lady who makes candles. She explained that she came to the Center when she was young to be rehabilitated, and is employed by the Center. She makes candles to sell, and she also works with the cooks in the kitchen.

Sr. Elizabeth spoke to how she raised funds from their Christmas party to re-build their kitchen, which was burned two years ago. Through her efforts, the center received a grant of \$32,000 from the Universal Basic Education (UBEC) to complete the building. Sr. Elizabeth attributed getting the grant to the work of God and the expertise she learned during the SLDI grant writing course.

Sr. Elizabeth created an environment for the center to develop and has given it a new face. She mentioned that the skills she learned through SLDI are helping her fulfill her duties as administrator. She also enjoys mentoring her fellow sisters.

Visiting that center gave me hope and special joy in my heart that ASEC has done a lot to help the African sisters and that we are truly reaching out to the poor, lowly ones. The center stills endures some other challenges. The sisters there would like to have a computer laboratory, as well as equipment like a generating set or solar system. Despite the challenges, Sr. Elizabeth continues to work hard to ensure the success of the Center and its extended community.

### **Sr. Francisca Damoah, Program Coordinator - Ghana**



The primary objective of ASEC is to increase access to education in Africa, by helping to educate African Religious Women and enable them to acquire effective skills for their respective ministries (i.e. teaching, healthcare, social and spiritual services for the people they serve in their respective countries). This is achieving a high turnaround in all the countries that the participants serve.

The year 2014, has transformed the mind set of many sisters who participated in SLDI, in their own lives as religious women called to serve God's people in this challenged age, and in their ministries. From May to September, 101 Sisters from 34 Congregations in Ghana, have had the chance to participate in the SLDI and HESA Programs.

The Partnership agreement between Chestnut Hill College (CHC), ASEC and Catholic University College of Ghana (CUCG), brought to life HESA online and onsite programs in West Africa. The program began with 18 Sisters from Nigeria and Ghana enrolled online at Chestnut Hill College. Six Sisters from Ghana also gained admission to pursue degree programs in Business Administration, Christian Studies, English and Education at the CUCG 2014-2015 academic year for HESA's onsite program.

Indeed, we are grateful for these opportunities. ASEC has made our achievement possible, and for this, we are indebted to all of you and we thank you with joy and appreciation

### **Sr. Therese-Claire Nsoh, Superior of the Dominican Monastery in Bambui, SLDI, Cameroon**

ASEC has given, and continues to give, a new and positive turn to the life and future of women religious of Africa, and Cameroon in particular, so much so that I want to shout, cry, sing, dance, all at once, for joy. I first heard about ASEC at a Major Superior's meeting I attended in November 2013, where, Sr. Clarisse Remjika, SST, coordinator for ASEC in Cameroon, gave a detailed explanation of ASEC. I must confess buying the idea whole-sale from the moment I

understood its rich depths. Yet, still, it remained a dream, which seems real in the night but vanishes next morning.

However, the dream became reality last May, with the coming together of the first 20 sisters for the finance training program. One of these was a sister of my Congregation, and I can personally testify that she returned a changed person, in outlook and determination. Without any prior preparation, she was appointed bursar of the community. Sister's experience of frustration echoes that of many others, who sometimes get thrown into jobs without preparation.

Today after participating in the SLDI program, myself, I want to say that the program proved richer than my wildest dreams. Elected prioress of my community in February 2013, I do not think I will be overstating the point when I say God alone knows the length and depth of what wars have been waged within, and around, me in my struggles to handle my responsibilities. For one thing, I never had anything to prepare me for this role. After the election, I was simply expected to take up my responsibilities and move ahead as though I had always been a prioress. In all honesty, I acknowledge lots of needless hurts would have been avoided had I known what I now know.



As a privileged beneficiary of the SLDI program in Cameroon, I want to believe that, with God's grace, we are on a good footing. Without going into the use of any extra superlatives to qualify this program, I want to say that it is a wonderful asset to empower women religious of our local Church. With the skills of time management, team building, effective communication, conducting effective meetings, mentoring, managing conflict, appraisals, human resource management and computer skills, just to name a few, I envision a drastic positive chain of change for our local Church. By the end of 2014, thanks to the initiative, wisdom and generosity of ASEC, the Conrad N. Hilton Foundation and other stakeholders, a total of 80 sisters will have completed the first tracks of the finance and leadership training. Without exaggerating the point, even with only this half, things cannot remain the same with those of us involved with SLDI in Cameroon. And of course, the chain continues, the people we encounter and work with will also be positively affected.



## Alumnae Workshops in Kenya and Uganda

SLDI Alumnae workshop took place in Uganda and Kenya, January 2014. During the three-day workshops, alumnae chose the executive committee members and participated in professional development sessions.

"This annual forum is like a well from where they are energized and refreshed. It is in these forums that the Sisters are able to share their cumulative experiences, skills, knowledge and visions. It is a good time to bond more and network," said Sr. Lina Wanjikiu, SLDI East Africa Project Director.

Fifty Sisters from the various SLDI tracks attended the workshop held at the ARU Secretariat, Kampala, Uganda. Additionally, 77 sisters participated in the third annual, SLDI Alumnae meeting, in Kenya. Sr. Lina described the large turnout as, "A true embodiment of the new spirit among the Sisters, who now embrace the value of the program in their personal and community lives." Mr. Harry Ndeto served as facilitator for the meeting.

The overall goal of the workshops was to empower women religious with various skills for peace-building. Mr. Patrick Olwit Ogwang facilitated the workshop in Uganda, and Mr. Harry Ndeto in Kenya. The lectures focused on conflict management and resolution, the use of technology in disseminating and building peace in communities, and the role of Religious in conflict mitigation. Other topics that were discussed include stress management and effective communication within communities.

The selected topic, "Promoting Justice, Peace and Reconciliation for Healthy Communities" was relevant, and meaningful for the sisters. Conflict management and mitigation are topics women religious inevitably encounter in their various ministries, such as education and healthcare.

After the facilitators provided lectures on the chosen topics, the members had time for group discussion and sharing experiences. In the sisters' daily lives, these skills can be used to mitigate and resolve conflicts, build peaceful communities, and be efficient in their ministries.



*Participants in the SLDI, Uganda, Alumnae Workshop are pictured in January 2014.*



*SLDI Alumnae pose during the SLDI Alumnae Meeting in Kenya, February, 2014.*

## TANZANIA



*Sr. Yollanda Nyakato from Tanzania shows off her certificate after completing a Nurse Aid Course at Marywood University. ASEC provided funds for Yollanda to complete the program.*



*A portion of 100 Catholic Sisters in Tanzania benefiting from the SLDI program, funded by the Conrad N. Hilton Foundation, pose with their new laptops.*



*The ASEC Scholarship Program continues to benefit Sisters in Tanzania to acquire a high school diploma. 43 Sisters and three lay girls have benefited from the program. Pictured are 14 Sisters from various congregations, awarded scholarship in 2014.*





*Srs. Flora Mtabo, Helen Murungi, and Olive Masika study in a group during an SLDI Administration Workshop in Tanzania.*



*Sisters participate in SLDI Finance training, Tanzania.*



## CAMEROON

*Sisters participate in a group discussion during the SLDI finance training in Cameroon.*

## UGANDA & SOUTH SUDAN



*SLDI Administration Workshop in Uganda included sisters with ministries in Uganda and South Sudan. Mr. Andrew Osiemo, Instructor, engages Sisters in class.*



*Sisters in Cameroon pose for a photo with Dr. Pyle Murray, a Marywood University faculty teaching SLDI Financial Management Track in May, 2014*



*Through a partnership between ASEC and Kisubi Brothers University, Uganda, eight sisters, pictured with their laptops, are studying for BA in Business Administration.*



*A portion of 100 sisters from Uganda and South Sudan who participated in an SLDI workshop in Uganda, pose with their laptops.*





*SLDI alumnae have created innovative projects to ensure food security. Sisters are pictured with children and nutritious food items at Kyasira Home, Uganda.*



*An SLDI alumna in Ghana showcases one of her projects to modernize a health clinic at Dompase. She installed a networked platform to track patients' data for more effective delivery or services.*



*Music and dance heals the soul! At Dompase, Ghana, Sister Florence Adevoir, a Sister Hospitaller of the Sacred Heart of Jesus and an SLDI alumna is working to change attitude towards mentally and physically challenged persons in Ghana.*



*Sr. Jane laughs with a child in Ghana during a site visit, July 2014.*



*SLDI Instructors in Ghana pose during a meeting with Dr. Donald Miller to evaluate impacts of the Program in Ghana.*





Twenty sisters from 12 Congregations participated in the SLDI Administration Workshop II at the Institute of Continuing Formation (ICF), Ghana.



SLDI participant Sister Gladys, in Elimina, Ghana, serves and accompanies people suffering from leprosy, "bringing Christ presence and love to these people is my greatest joy" as she says. She is pictured with Sr. Francisca.

## KENYA



Sr. Susan completed work on her laptop during an SLDI workshop in Kenya, 2014.



CUEA Administration pose after an evaluation meeting with Dr. Donald Miller. Pictured left to right: Prof. Justus Mbae, Deputy Vice Chancellor, Academic Affairs, CUEA; Prof. Donald Miller, University of Southern California; Sr. Lina Wanjiku, ASEC Director for East Africa; Sr. Jane Wakahiu, Executive Director, ASEC; Rev. Prof. Peter Gichure, Director, Academic Linkages, CUEA; Dr. Simon Kang'ethe, Dean, Faculty of Education, CUEA; Dr. Ann Rita Njageh, Deputy Director, Academic Linkages, CUEA; Mr. Edward Ombajo, Coordinator, Open and Distance e-Learning (ODEL) Centre, CUEA; Sr. Florentina Ndeke, Head of Department, Undergraduate Studies in Education, CUEA.



Students who participated in the SLDI finance course, Kenya, pose for a photo with facilitators and instructors. First row, left to right: Srs. Ruth, Sarah, Anne, Martha, Ursula, Rahab, Salome. Second row, left to right: Mr. Karanja (Facilitator), Srs. Hyline, Jane, Josephine, Tesfa, Julia, Josephine, Inviolata, Rose, Bertha, Cassilde, Elizabeth. Third row, left to right: Srs. Vera, Judith, Nancy, Onesta, Elizabeth, Joan, Caroline, Paulina, Susan, Stella





Postulants and candidates of the Assumption Sisters of Nairobi, pose for a picture. SLDI Alumnae play a role in the Formation of the young members aspiring to religious life.



Students enrolled at Tangaza College, Kenya, through the HESA program pose with the laptops they received during reflective learning, May 2014. Kneeling, left to right: Srs: Mercy Florence and Christerbel; Front, standing left to right: Srs: Lina, Bibiana, Margaret Shinga, Margaret Wangezi, Margaret Kaleli and their Facilitator; Back, standing, left to right: The facilitator, Srs: Feliciana, Josephine, Mary Chebet, Felly, Betty Rose, Kezia and Elector.



ASEC coordinators participated in a workshop at Donum Dei Center, Nairobi, Kenya. The workshop was facilitated by Sr. Anne Munley, IHM, Chair, ASEC Board, Sr. Marcia Sichol, SHCJ, Executive Director, Conrad N. Hilton Fund for Sisters, Sr. Jane Wakahiu, LSOSF and CORAT Africa. Pictured right to left are: Germina Keneema, Uganda; Clarisse Jaiwo, Cameroon; Tryphina Burchard, Tanzania; Maureen Malashya, Zambia; Marcia Sichol, Exc. Director, Hilton Fund for Sisters, Lina Wanjiku, Kenya; Clementina Obembe, Nigeria; Hilaria Chomobo, Malawi; Francisca Damoah, Ghana; and Jane Wakahiu, Exc. Director, ASEC.



In January 2014, a HESA Framework of Reference was signed between ASEC and AOSK at Chemi Chemi, in Nairobi, Kenya, this partnership will benefit sisters to study for Theology and Catechetical the focus to provide Theological studies. Sisters from all ASEC countries are welcome to participate in the program.



From left; Sr. Agnes Wamuyu – FES, AOSK Executive Secretary; Sr. Francesca Nkima – NSA, AOSK Executive member, Sr. Michael Marie – OSB, AOSK Chairperson; Sr. Seraphine Oweggi – IBVM, AOSK Executive member; Sr. Margaret Aringo – FSJ, Out-going Chairperson; Sr. Catherine Mulligan – D.C. AOSK Executive member; Sr. Marcia Sichol - SHCJ, Executive Director, Conrad N. Hilton Fund for Sisters; Sr. Mary Isaac – AOSK Executive member; and Sr. Jane Wakahiu – LSOSF, ASEC Director.





*Dr. Donald Miller, Professor at the University of Southern California, is pictured during an evaluation site visit, July 2014, at Maria Adelida Center, Ewaso Kedong, Kenya. The Center is the new home for girls rescued from FGM and early marriages — an education is assured for them.*

## ZAMBIA



*SLDI Zambia participants pose for a photo with Mary Lou Nolan (National Catholic Reporter) and Kara Lemma (Conrad N. Hilton Foundation) during SLDI Administration II, September.*



*ASEC, Conrad N. Hilton Foundation, and Global Sisters Report representatives tour SLDI alumnae site in Chipapa, Zambia. Picture left to right: Ms. Kara Lemma, Program Associate Catholic Sisters Initiative; Sr. Lina Wanjiku, Director, East and Central Africa, ASEC; and Ms. Mary Lou Nolan, Managing Editor, Global Sisters Report.*



*Sr. Maureen Malashya distributes a new laptop to Sr. Bernadette Kamufunse during SLDI Administration II, September 2014, Zambia.*





*SLDI Financial Training Track 1 posing with their new Laptops. The training occurred in Zambia, June 1 - 28, 2014.*



**MALAWI**

*Fr. Davide blesses SLDI students' laptops in Malawi during the SLDI Finance course, March 2014.*



*Srs. Joice, Ursula, Prisca, Julita and Jovita discuss communication during an SLDI course in Malawi.*



*Sisters pose with their laptops during the first SLDI course in Malawi.*



**NIGERIA & GHANA**

*Sisters participate in orientation for the first cohort to Veritas University, September, 2014.*





*Sr. Elizabeth Kudaisi (Left) and Sr. Maria Dabang (Right) during orientation for the first cohort at Veritas University, Nigeria, September 20-21, 2014.*



*Students enrolled at Chestnut Hill College participate in a mid-semester meeting.*



*Sixteen students enrolled at Veritas University, Nigeria, pose for a photo with Sr. Clementina Obeme, ASEC West Africa Director, and Vice Chancellor of Veritas University.*



*Sr. Lisa Oliveri, Chestnut Hill College, and Prof. Ephraim pose for a photo with HESA students from Nigeria and Ghana in Cape Coast, Ghana during a three-week HESA Orientation.*



*Srs. Help one another during orientation for the Chestnut Hill College and CUCG online-onsite hybrid program.*





*High School Girls at the Maria Immaculate School listen to the proceeding forms. Martha Wanjiku, Headmistress and SLDI alumnae during a site visit in July 2014.*



*Sisters bring hope and provide education to children.*



*Piggery farming is a common project for Sisters in Africa – Nigeria, Uganda, Kenya, and Tanzania.*



*SLDI alumna Martha Wanjiku, showcases a successful project which focuses on grinding corn into flour for children at the Maria Immaculate School. Martha obtained the grinding mill from a grant that she wrote, practicing skills gained in the SLDI program.*



*Faculty and Administration at Chestnut Hill College after a Cultural Workshop in preparation to inaugurate HESA Program, Eighteen Sisters from Ghana and Nigeria enrolled at CHC. Workshop was facilitated by Dr. Tata Mbugua, Associate Professor, University of Scranton and Sr. Jane Wakahiu, LSOF, ASEC, Executive Director.*





*Children who are benefiting from the programs run by the Evangelizing Sisters of Mary pose for a photo. Bringing a smile is one of the goals for sisters in their ministries.*



*Srs. Sabina, Rita, Wezie, Felistas and Margaret engaged in group discussion during an SLDI course.*



*SLDI alumnae at the Evangelizing Sisters of Mary, set up a greenhouse and are using drip irrigation to grow food for their communities, schools, etc.*

## *Congratulations*

ASEC would like to recognize several SLDI alumnae members/sisters who attained success during the year.

The following SLDI Alumnae from Ghana experienced successes:

Sr. Lilly Brigit Xavier, FdN, was elected Superior General of the Congregation of the Daughters of Nazareth, Rome.

Sr. Anna Amo, FST, was elected Superior General of the Daughters of the Blessed Trinity, (FST), Ghana.

The following SLDI Alumnae from Kenya experienced successes:

Sr. Pauline Wanyoike, DSHJ, was elected in the Regional Council this year as counselor for formation.

The following SLDI Alumnae from Nigeria experienced successes:

Sr. Florence Dungong, OLA, was elected to the general council of her congregation.

Sr. Elizabeth M. Kehinde, DHS, was elected to the vice provincial council of her congregation.

Sr. Perpetua Idowu Apo, SSL, celebrated her silver jubilee.

Sr. Prisca Igbozulike, SND, celebrated her silver jubilee.

Sr. Augusta Nyong, OP, celebrated her silver jubilee.

The following SLDI Alumnae from Uganda experienced successes:

Sr. Leocadia Ayebare, OLCG, was named Head Teacher at Sr. Cecilia Girls Vocational Secondary School.

Sr. Fausta Tumushabe Mukasa, MSMMC, was named head teacher at St Theresa of Calcutta Girls College Kihhi.

Sr. Agnes Nduku, DST, was named head teacher at St Mary's Pre-Religious Senior Secondary School.

Sr. Ester Pia Akecha, SSH, was named Head Teacher at Bishop Mazoldi Kindergarten Arua.

Sr. Bernadette Nakafero, DM, was named General Treasurer for the Daughters of Mary Bwanda.

Sr. Theresa Nakamya, DM, was named General Superior for Masaka.



# African Sisters Education Collaborative

## PARTNERS IN AFRICA AND USA

### WEST AFRICA

1. Ghanaian Conference of Religious (GCR)
2. Nigerian Conference of Women Religious (NCWR)
3. Conference of English-Speaking Religious (CESR)

### EAST AFRICA

4. Association of Sisterhood of Kenya (AOSK)
5. Association of Religious of Uganda (ARU)
6. Tanzanian Catholic Association of Sisters (TCAS)
7. South Sudan Sisters Association (SSA)

### CENTRAL AFRICA

8. Zambia Association of Sisters
9. Association of Women Religious of Malawi (AWRIM)

