

APRIL 1, 2025 - MARCH 31, 2026
PHASE VII, YEAR 1

SISTERS LEADERSHIP DEVELOPMENT INITIATIVE

Progress Evaluation Report



PREPARED FOR: THE CONRAD N. HILTON FOUNDATION
GRANTEE: AFRICAN SISTERS EDUCATION COLLABORATIVE
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Acknowledgements

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

ASEC Staff Leadership:

- Lisa A. Lori, JD, President, Marywood University
- Sr. Draru Mary Cecilia, LSMIG, PhD, Executive Director, ASEC

ASEC Staff Contributors:

United States Headquarters

Monitoring & Evaluation (M&E)

- Tara Lopatofsky, PhD, CCLS, Senior Program Manager, M&E
- Sneh Akruvala, PhD, Program Manager, M&E
- Melanie Rosato, Data Manager, M&E

Programs

- Rosemary Shaver, EdD, Senior Program Manager, Programs
- Isabelle Henry, Program Coordinator, Programs
- Sarah Martin, PhD, Program Coordinator, Programs

Mission Advancement (MA)

- Sr. Nancy Kamau, LSOSF, MBA, Director of Development, MA
- Maureen Elliott, Assistant Development Director, MA
- Jake Danna Stevens, Media & Communications Manager, MA
- Megan P. Wescott, BBA, Digital & Social Media Specialist, MA

Administration

- Sarah Pethick, Office Manager, Administration
- Nicole Vilogi-DiPietro, MBA, Finance Manager, Administration
- Shayne Mizok, Accounting Coordinator, Administration

East & Central Africa

- Sr. Lina Wanjiku Ndung'u, SE, Regional Director East & Central Africa
- Sr. Joyce Kwamboka Nyakwama, SSND, Director – Kenya
- Sr. Jeniffer Wangari, DOJGS, Programs Coordinator – Kenya
- Sr. Mamkotjo Francina Mokoteli, SNJM, Director – Lesotho
- Sr. Hilaria Chombo, SBVM, Director – Malawi
- Sr. Elizabeth Balala, SDP, Programs Coordinator – Malawi
- Sr. Veronica Daniel Othow, SHS, Director – South Sudan
- Sr. Gudelia Msuya, LSOSF, Director – Tanzania
- Sr. Rustica Pius Kayombo, OSB, Programs Coordinator – Tanzania
- Sr. Mary Germina Keneema, MSMMC, Director – Uganda
- Sr. Monica Opige Ajok, LSMIG, Programs Coordinator – Uganda
- Sr. Juliana Chibaula Zulu, GSSC, Director – Zambia
- Sr. Patricia Mulenga, SOM, Programs Coordinator – Zambia
- Sr. Kwanele Sibanda, AMR, Programs Coordinator – Zimbabwe

West Africa

- Sr. Francisca Damoah, SIJ, Regional Director West Africa & Director – Ghana
- Sr. Martha Attakruh, SHCJ, Programs Coordinator – Ghana
- Sr. Clarisse Remjika Jaiwo, SST, SLDI Africa Coordinator & Director – Cameroon
- Sr. Mbom MaryCleophas Afumbom, SUSC, Programs Coordinator – Cameroon
- Sr. Bi Eveline Ambe, SSA, Administrative Assistant – Cameroon
- Sr. Veronica Fatoyinbo, SNDdeN, Director – Nigeria
- Sr. Suzzana Livinus Didam, SSL, Programs Coordinator – Nigeria

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On the Cover: SLDI Phase VII, Year 1 Basic Technology (#1042) group happy with the workshop in Malawi.

To request a full copy of any of ASEC's evaluation reports, please contact research@asec-sldi.org.

Sisters Leadership Development Initiative (SLDI)

Program Evaluation Key Outcomes Phase VII, Year 1 (March 2026)



4 OBJECTIVES



Increase the **leadership, administrative, financial, and technology competencies** of Catholic sisters in ten African countries.



Assist **SLDI alumni to become lifelong learners, mentors, and leaders** who use their acquired skills and knowledge to provide transformative services.



Support institutions of women religious in developing **improved systems to strengthen their capacity and sustainability**.



Disseminate best practices, learnings, and stories of impact of ASEC and the SLDI program.



SLDI has **served 7,480 individuals** since 2007.

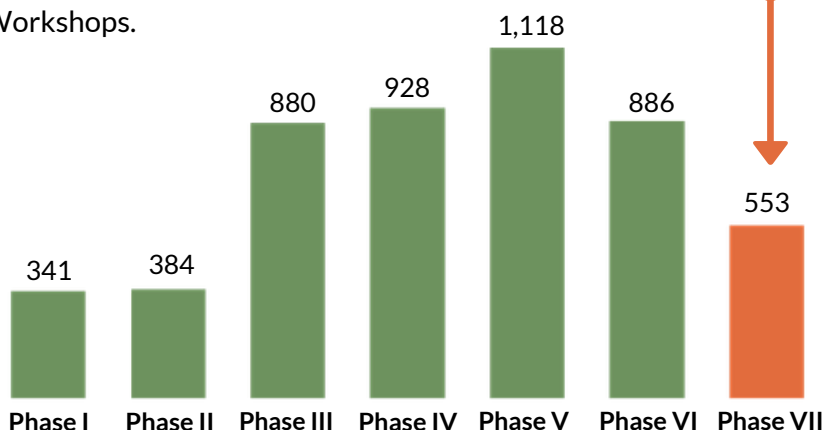


20 Basic Technology & 4 Introduction to Web Design* Workshops held in Year 1.



3,650 ASEC annual newsletters were distributed in Africa and the U.S.

Women religious have been served a total of **5,054** times by the SLDI program, with **553** participating in Year 1 Technology Workshops.



INSTITUTIONAL CAPACITY BUILDING (ICB)

Housed within the SLDI program, the ICB Intensive grew out of an identified need for capacity-building efforts at the religious institute and organizational level, beyond the training of individual sisters.



ICB Intensive initiated June 1, 2025- Association of Religious in the Ecclesiastical Province of Bamenda (AREPB), Cameroon



Assessment & Onboarding:

- Document review & Interviews
- Guided Self-Diagnosis Workshop
- Validation Workshop
- Institutional Capacity Improvement Plan development



ICB Intensive Implementation: Quarterly check-in's in March, June, September, & December 2026.



Plans are underway to hold ICB Congregational Leaders Workshops in Year 2, with exception of Cameroon (Year 1).

KEY OUTCOME FIGURES

Increase Competency

100%

of Technology Workshop groups (N = 20) showed a statistically significant increase in pre- and post-skill assessment mean scores.

Beneficiary View

99%

of SLDI alumni beneficiaries (n = 504) report that Catholic sisters in their country are competent in their role.

ICB Intensive

95%

of leaders that participated in the ICB Intensive process (n = 21) showed increased knowledge and skills regarding implementation of the capacity strengthening action plan.

Broaden Impact

86%

of SLDI alumni (n = 644) engaged in mentorship to broaden the impact of the program in Phase VII, Year 1.

Laptop Use

86%

of SLDI alumni (n = 667) reported that their laptop made a significant impact on their work/ministry.

*The Phase VII Web Design Workshops are supported by a separate funding source and are excluded from the SLDI Phase VII Conrad N. Hilton Foundation grant.

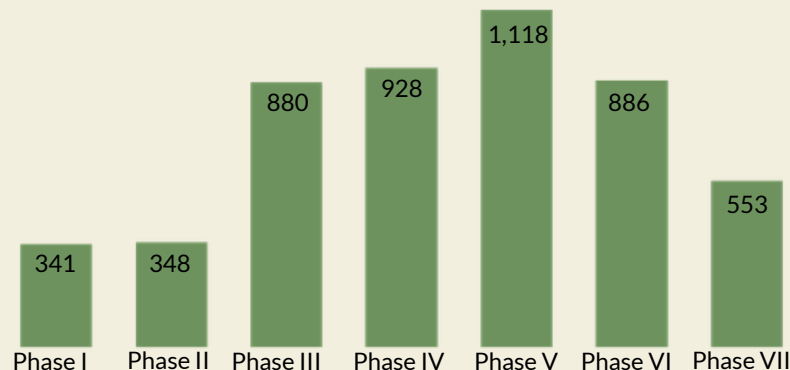
Sisters Leadership Development Initiative (SLDI)

Phase VII, Year 1 Executive Summary



PARTICIPANT ENROLLMENT

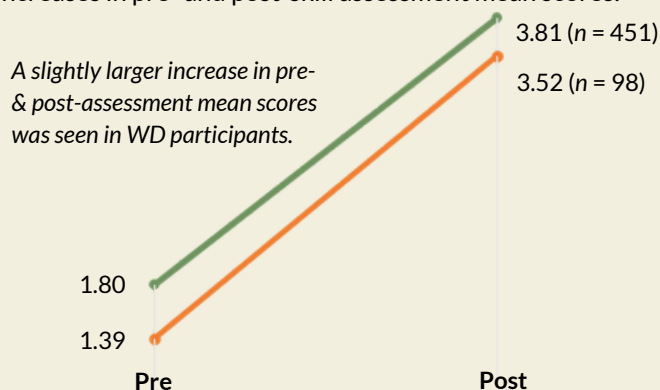
To date, **4,951 unique** sisters have been served by SLDI (**5,054 times total**), with 103 sisters participating in multiple phases.



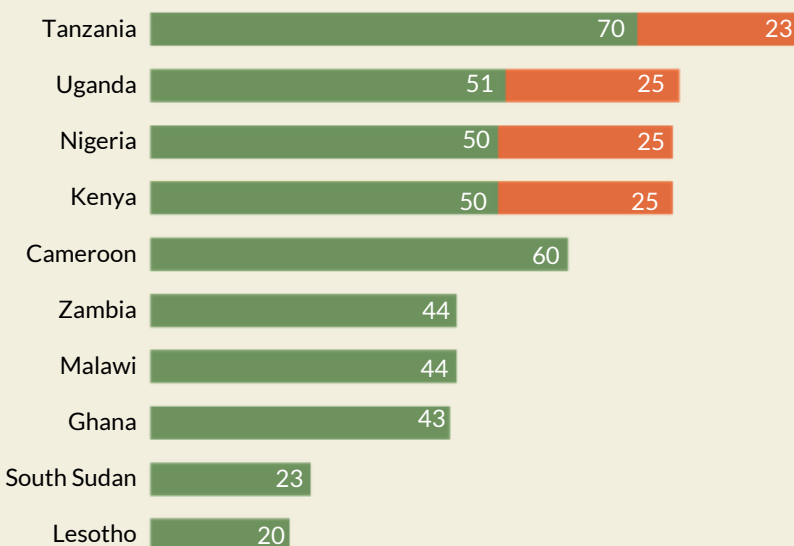
Contains unique participants counted by phase of entry only. Phase VII is in its first year and will likely see an increase in number of participants in Years 2 & 3.

INCREASED COMPETENCY

In Year 1, **100% (N = 24)** of **Basic Technology** and **Introduction to Web Design** workshop groups showed statistically significant skill increases in pre- and post-skill assessment mean scores.



A total of **553** sisters were served in Phase VII, Year 1 through **Basic Technology** and **Introduction to Web Design** Workshops.



As the Sisters Leadership Development Initiative (SLDI) enters Phase VII, 4,951 unique sisters, representing 357 religious institutes, have been served, equipping them with skills in technology, leadership, administration, and finance. In the program as a whole, an additional 2,529 stakeholders have been served through SLDI Partners Workshops, workshops for leaders of religious institutes, and other capacity-building sessions. Since 2007, the program has served a total of 7,480 individuals.

In total, 749 workshops have been facilitated to implement SLDI (528 SLDI, 38 ICB, 174 Alumni, and 9 other special events) since 2007, with a total of 51 offered in Phase VII, Year 1 alone (20 Basic Technology, 4 Introduction to Web Design, 23 Alumni, 3 ICB, and 1 special event).

In Phase VII, Year 1, 553 sisters participated in Technology Workshops; 455 sisters participated in Basic Technology and 98 sisters participated in Introduction to Web Design. SLDI Year 1 workshops focus exclusively on building participants' technology capacities, as many participants view technology skills as a vital component of leadership.

SLDI Phase VII, Year 1, marked the rollout of the new curriculum for the Technology Workshops and continued with one workshop being instructed in French in Cameroon. In addition, Introduction to Web Design Workshops were held in Kenya, Nigeria, Tanzania, and Uganda.

4 OBJECTIVES



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Disseminate best practices, learnings, and stories of impact of ASEC and the SLDI program.

Sisters Leadership Development Initiative (SLDI)

Phase VII, Year 1 Executive Summary Cont'd



SLDI ALUMNI ACHIEVEMENTS

90% indicated they **took action and/or connected with other ASEC alumni** as a result of their participation in 2026 Alumni Workshops (n = 879)



87% have made at least one **internal system improvement in their institutes** after completing SLDI (n = 617)



86% able to effectively **use skills learned** in their program(s) to benefit their ministries (n = 732)



85% could effectively **share their impact story** after completing SLDI (n = 720)



74% **use data** in their religious institute and/or ministry after completing SLDI (n = 714)



Phase VII, Year 1 data indicate that SLDI has met more than half of the projected outcomes (59%, 10 out of 17).

Highlights included surpassing the Basic Technology anticipated number served by 13 sisters, achieving 100% statistically significant increases in skills assessment for all workshops, greatly surpassing the anticipated number of annual printed newsletters distributed, delivering 16 presentations highlighting best practices, and significant increases in annual web sessions and the number of social media followers. Despite best efforts, several outcomes related to SLDI alumni impact, ICB Congregational Leaders Workshops, and the average open rate of ASEC's e-newsletters were not met; however, adjustments are being made to assist in boosting outcomes in these areas for the next reporting period.

Many activities are planned to be executed in Year 2, such as commencement of Leadership Track Workshops, ICB Congregational Leaders Workshops, and 2027 ASEC Alumni Workshops. In addition, preparations are being made for textbook and resource distribution for Year 2 participants along with planning of the SLDI Partners Workshop. Lastly, it is anticipated that ICB Intensive will conclude in Cameroon by the end of 2026.

Recommendations for future program implementation include continuing to offer online and/or hybrid workshops, strengthening the ASEC alumni tracking systems, using alumni networks to gather impact stories, continuing database training for Africa staff, and completing the SLDI testimonial process to begin utilization in Year 3.

Called to Canon Law: Journey from Finance to Justice

Sr. Chrisencia Twaambo Mkume, RSHS

SLDI Track: Phase IV, Finance, Zambia

Graduated: December 2017



When Sr. Chrisencia participated in the SLDI program, she never imagined it would eventually lead her to canon law—one of the Church's most specialized fields. Although she had long dreamed of studying canon law or theology, advancing age had dimmed her hope of ever finding sponsorship, but in 2020 she received an unexpected scholarship for which she was grateful. As the first woman religious in the Diocese of Monze to study canon law, she trained at the Catholic University of Eastern Africa and is now among Zambia's pioneering canon lawyers.

Sr. Chrisencia credits SLDI for strengthening her leadership, financial accountability, planning skills, and confidence, which continue to shape her daily work and ministry.

ALUMNA SPOTLIGHT

SLDI ALUMNI RIPPLE EFFECT

10.8 Million Individuals Served by SLDI Alumni Ministries

6,217 Jobs Created by SLDI Alumni-Initiated Projects

45,465 Individuals Mentored by SLDI Alumni

\$35,018,846 Secured by SLDI Alumni in 2026 to Improve Human Development*

*Excludes funds secured by SLDI mentees and HESA alumni.