

# HESA 2018 Country Report

## Cameroon

**ASEC Partners:** Catholic University of Cameroon, Bamenda (CATUC), Chestnut Hill College  
**Cohorts:** 2C3, 12C1, 12C2

	<b>Reflective Learning Workshop</b>	<b>Mean</b>	<b>SD</b>
<b>(N=7)</b>	It was easy to attend the Reflective Learning Workshop.	3.5	.63
	The workshop objectives were clearly stated.	3.6	.79
	The open discussion related to the program allowed me to express my concerns.	3.7	.42
	The workshop content met my expectations.	3.6	.88

### Reflective Learning Feedback:

The time management, change management and the use of gadgets was very useful for us and the information were reliable.

Through sharing of experiences in the different fields of study and in different areas too I discovered that we are battling more or less with the same life experiences especially blending community and studies to be truly effective.

It was nice meeting with the other Sisters who are on the same program like myself. Sharing our challenges and successes was encouraging and I felt that I am not alone on the journey.

It was really good and timely because it helped to clarify most of my doubts concerning academics work. I am so grateful to all those who are involved in this program. God Bless You All

### Recommendations for Future Reflective Learning Topics:

How to search for scholarly information online, computer management, budgeting, change management, overcoming challenges, how to effectively study online, communication, relationship building and stewardship.

\*Data from sisters enrolled in ASEC partner institutions in Cameroon

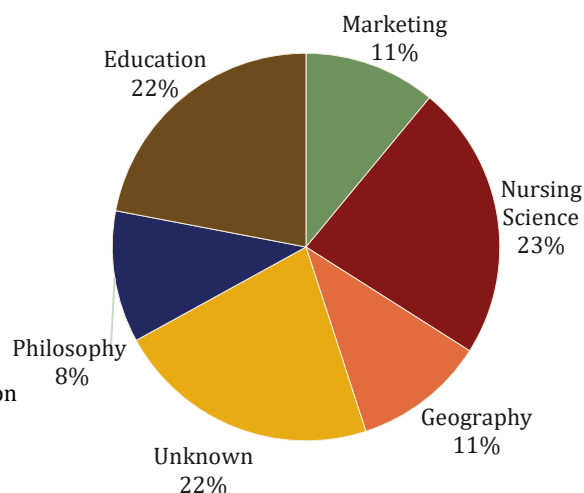
## Enrollment Overview

Total Sisters Served	9
Currently Enrolled	7
Graduates	0
Withdrawals	2
Deferments	3
SLDI Alumnae	1
ASEC Scholarship Alumnae	0
HESA Alumnae	0
Total Congregations Served	5

## Levels & Models of Study

Certificate	0
Diploma	0
Bachelors	7
Masters	2
Model A (Online/Onsite)	2
Model B (Onsite)	7

## Cameroon Areas of Study



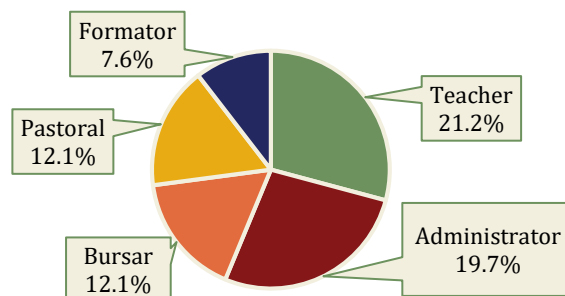
# SLDI 2018 Country Report

## Cameroon

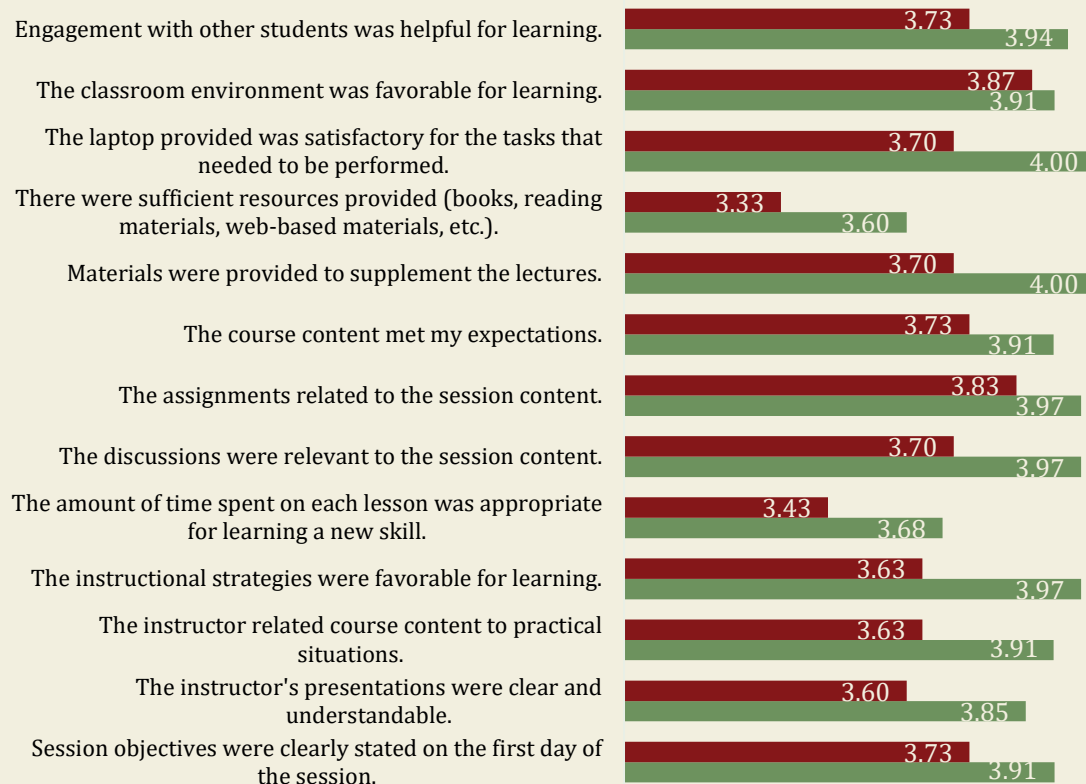
### Participant Overview

Phase I-III Participants (2007-15)	81
Phase IV Participants to date (2016-18)	97
Phase IV Graduates	68
Total Sisters Served Through SLDI Alone (2007-18)	178
Total Sisters & Superiors Served to Date	222
Total Congregations Served	37

**Teacher and Administrator** are the top two ministries among 2018 SLDI participants in Cameroon (N=66).



On every item, **Administration** track (N=35) mean scores were higher than **Finance** track mean scores (N=30).



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

## Cameroon

\*Two 2018 Alumnae Survey Participants in Cameroon completed both SLDI & HESA

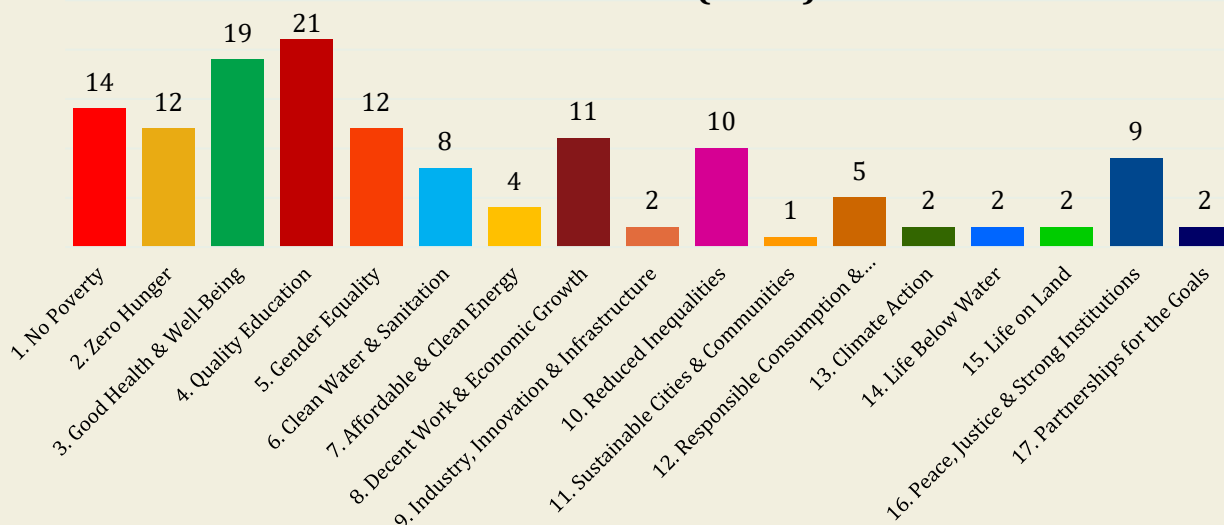
Personal & Professional Growth (N=44)	
Positively Changed Perception of Self	86.4%
Positively Changed Relationships	88.7%

Grant-Writing & Resource Mobilization (N=44)	
Total Funds Secured: \$592,681 (Third lowest amount of all 10 ASEC countries)	
Wrote Grants Before SLDI/HESA	15.9%
Wrote Grants After SLDI/HESA	45.5%
Grants Successful Before (9 out of 16)	56.2%
Grants Successful After (14 out of 27)	51.8%
Act as a Resource Person on Grants	11.4%
Improved Fundraising Ability	54.6%
Improved Resource Mobilization Ability	63.7%
Improved Project Sustainability Ability	50%

Leadership Achievements (N=44)	
Received a Promotion	63.7%
Increased Income	31.8%
Created a Strategic Plan	37.6%
Created a Financial Plan	38.7%
Mentoring Others	77.3%

Collaborative Partners (N=44)	Percentage of Alumnae Engaging in Collaboration
Fellow Sisters	22.7%
Government	13.6%
NGOs	0%
Foundations	11.4%
Local Groups	13.6%
Diocese	38.6%

### In Cameroon, education and healthcare are the top SDGs alumane contribute to in their ministries (N=44).



\*\*Alumnae can select up to 3 goals they work towards in their ministries

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# Success Stories 2018 Country Report

## Cameroon

**Sr. Gwendoline Bijisang Ngwemetoh**, SLDI Phase III, Administration track  
Sisters of St. Therese

### *Leadership Achievements*

- Sr. Gwendoline is the Coordinator of the Victim Offender Prison Care Support (VOPS) in Douala Central Prison and 10 other prisons, in Western Cameroon. The aim of VOPS is to ensure the respect of the rights of inmates and facilitate a smooth reintegration of former inmates into society using a holistic approach to prison pastoral care. VOPS provides many services including legal assistance, digitizing the prison registry, training of judicial chain, penitentiary staff and pastoral workers, improving the healthcare, psychological services and nutrition of inmates, providing classes for inmates to obtain lower secondary certificate and English literacy, providing vocational training (bread-making, tailoring, crafts) for inmates and former inmates and operating a rehabilitation center for male ex-inmates to gain skills and reintegrate into society.
- Supervises 50 employees in her role
- Sr. Gwendoline takes the time and effort to understand the plight of the inmates and successfully advocated to secure the release of an inmate wrongfully accused to theft. Sr. Gwendoline was moved by his story of innocence and understands that people sometimes end up in prison without good cause. She contact one of the program's part-time lawyers who was successfully able to gather information to prove John's innocence and ultimately free him from prison. Since his release, this man has been able to successfully reintegrate into society and now spends his free time volunteering with Sr. Gwendoline. His story has attracted the attention of the Cameroonian government which brought attention to Sr. Gwendoline's efforts.
- She Gwendoline says of her work: "Honestly I never thought of ever working in the prison since my original intentions which I had made known to authority were health oriented. ...I embraced the apostolate with my whole heart making use of seminars, books and persons to improve on my self and on the work. ... I must say thanks to the knowledge I got from the ASEC programme (as this is the only professional training I have received after my Advance Level Certificate) it has been a challenging yet fulfilling experience attending to the needs of thousands of (ex)inmates and controlling at least 50 employees at the same time. ... I enjoy working in this ministry and I wish to

dedicate my life to working for justice and helping young people make good use of opportunities around them.”

*Grant-Writing & Resource Mobilization Achievements*

- \$6,142 from Caritas Italiano, \$6,180 from Diocese of Bozen, and \$4,536 from fundraising efforts for healthcare and medications for inmates, as well as \$10,206 value of in-kind services including medical consultations, medications, and surgeries for 14 inmates.
- \$246,172 grant from an anonymous donor for legal assistance and proper documentation of inmates information for 4 prisons.
- \$156,319 from Misereor for vocational training and empowerment for inmates and ex-inmates of the Douala central prison.



**Sr. Mbu Ernestine Wuleh**, SLDI Phase III, Administration Track  
 Sisters of Saint Ann

*Grant-Writing & Resource Mobilization Achievements*

- \$15,000 from the Hilton Fund for Sisters for construction of one classroom in ECOSS Mokunda Village, Buea Diocese Cameroon



**Sr. Abid Louisa Abruo**, SLDI Phase III, Finance Track  
 Sisters of Saint Therese of the Child Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$5,670 from the Diocese of Portsmouth to purchase a generator to supply power for the community health clinic (St. Blaise Clinic in Big Mankon)



**Rev. Sr. Vanaja Jaspine**, SLDI Phase III, Administration track  
 Congregation of the Missionary Sisters of the Immaculate Heart of Mary

*Leadership Achievements*

- Rev. Sr. Vanaja shared her story on the ASEC website [here](#). Highlights of that story include her “2017 Hero Acting Modern Slavery Award” in recognition of her groundbreaking work in identifying a key migration trend to prevent human trafficking

of Cameroonians in Middle East, and her dedication to ensuring survivors have legal support and assistance in reintegration. The 2017 U.S. Department of State honored Rev. Sr. Vanaja at the 2017 Trafficking in Persons (TIP) Report Launch Ceremony on June 27, 2017. Sr. Vanaja is the driving force behind the Coordinator of the Kumbo Diocesan Commission for Justice and Peace in the Northwest Region of Cameroon which contributes to a renewed government commitment to fight human trafficking.

- Sr. Vanaja and her organization have identified more than 200 Cameroonian trafficking victims in the Middle East during the past few years. In 2016 alone, she facilitated the return of at least fourteen victims from the Middle East (Lebanon and Kuwait), including raising funds to sponsor return air travel for four of them
- Her response to receiving prestigious recognition for her work: “When I heard for the first time [about the award], I felt unworthy realizing that we are just instruments of the God of justice in building his kingdom. The real heroes are outside, the victims who are battling with their lives between the court and the daily realities of life, trying to gather their courage to face the unknown courageously. Today I salute all of them who went through hardship, let go their comfort, endured threats and stood for justice.”
- She was interviewed by National Public Radio (NPR) about this work is accomplished, and why she is committed to this work. The interview can be heard [here](#)

**Sr. Yvette Sam**, SLDI Phase III, Administration track  
Holy Union Sisters of Sacred Heart

#### *Leadership Achievements*

- Sr. Yvette shared her story on the ASEC website [here](#). In her story, she reports that she serves as the Administrator of Saint Mary Catholic Comprehensive High School in western Cameroon. The school also operates a farm which grows crops and raises livestock. The farm helps generate income to pay teacher salaries, feed the children and maintenance costs.
- To address economic and food needs in the region, Sr. Yvette began a closed loop recycling project which increases food production, manages waste and lifts the economic burden from her school during times of crisis in Cameroon. In the recycling project, chickens are fed through the farm’s crops, including maize. Then chicken droppings are added to the pig feed, which enables the pig manure to serve as a rich fertilizer. The pig manure fertilizes crops of the farm and then the process cycles through again. Sr. Yvette commented, “I marvelled at the recycling process and how it ensures a healthy growth both in birds, animals and food crops. It also reduces expense and waste, as well as stimulates economic activity.” Her project has successfully covered some of the school’s costs and the recycling project is environmentally

sustainable. Sr Yvette shares, “...we are convinced that if we harness this potential, then one day, we shall not just be able to feed ourselves but shall live in a sustainable society.”

*Grant-Writing & Resource Mobilization Achievements*

- \$15,000 from Hilton Fund for Sisters to for two wells and two water tanks at St. Mary’s Catholic Comprehensive High School to provide water to students.
- \$152 from the Holy Union Archange Lebrun Trust to construct a security wall around St. Mary’s.



**Success Stories Reported in 2017<sup>1</sup>**

**Sr. Caroline Nanyi Acha**, SLDI Phase III, Administration track  
 Sisters of Saint Therese of the Child Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$22,957 from Diocese of Limburg to purchase a vehicle for Youth Development Office
- \$19,222 from Province West Flandeurs, Belgium & \$4,304 from NGO VIA Don Bosco, Belgium to construct classrooms for St. Therese School and Women’s Center. Also received in-kind donations of building materials, labor, food, accommodation in amount of \$1,330
- \$2,670 from individual donor from Belgium for reusable sanitary pads for women and girls
- \$1,019 from additional fundraising and donations for classroom construction



<sup>1</sup> One story reported in 2017 has been updated, Sr. Nko Josephine Ndingi



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**Sr. Nko Josephine Ndindi**, SLDI Phase III, Administration track  
Holy Union Sisters of Sacred Heart

*Grant-Writing & Resource Mobilization Achievements*

- \$3000 from Sisters of the Blessed Virgin Mary, USA to build a vegetable garden for single women, to help the women generate income and support their children
- \$550 from additional in-kind donations to assist with women's transport, meals (from a partner organization-Northwest farmer's organization) and a donation of land for a farm.
- From 2018 reporting: \$1512 from fundraising, \$5000 from donations and \$3200 worth of in-kind donations (beds and bedsheets) to provide dormitory accommodations for girl children, to enable their education.
- Also from 2018 reporting: \$7000 from doctors in the U.S. to keep blood that is saved for the patients, especially the children with anemia

Total Grant  
Funding  
Received:  
**\$20,262**



# HESA 2018 Country Report

## Ghana

**Partners:** Catholic University College of Ghana (CUCG), Holy Family Nursing and Midwifery Training College, Chestnut Hill College

**Cohorts:** 2C1, 2C2, 2C3, 2C4, 10C1, 10C2, 10C3, 10C4, 10C5, 10C1MA, 16C1, 17C1, 17C2, 17C3, 27C1

<b>Orientation Workshop</b>		<b>Mean</b>	<b>SD</b>
<b>Onsite (N=16)</b>	It was easy to attend the Orientation sessions.	3.6	.51
	The amount of time spent on each topic was appropriate for learning a new skill.	3.6	.47
	The environment was favorable for learning.	3.9	.25
	The Orientation met my expectations.	3.9	.25
	I have a better understanding of my role and responsibilities as a HESA student.	3.7	.44

<b>Reflective Learning Workshop</b>		<b>Mean</b>	<b>SD</b>
<b>(N=78)</b>	It was easy to attend the Reflective Learning Workshop.	3.9	.30
	The open discussion related to the program allowed me to express my concerns.	3.8	.43
	The workshop content met my expectations.	3.6	.61

<b>End of HESA Experience</b>		<b>Mean</b>	<b>SD</b>
<b>(N=22)</b>	I gained specific skills from participating in the HESA program that I would otherwise have not achieved.	4.0	.00
	I feel participating in HESA made me a better student.	3.9	.21
	I felt more confident as a result of participating in the HESA program.	3.9	.21
	I felt supported and encouraged to continue the program by the ASEC/HESA staff	3.9	.21

**Orientation Student Suggestions:**

- Organize Orientation Workshops during vacations.
- Spend more time on computer technology.
- Define and follow set dismissal time.

**Suggested Topics to Cover at Future Orientations:**

- Building good relationships, computer technology, English, stress management, public speaking.

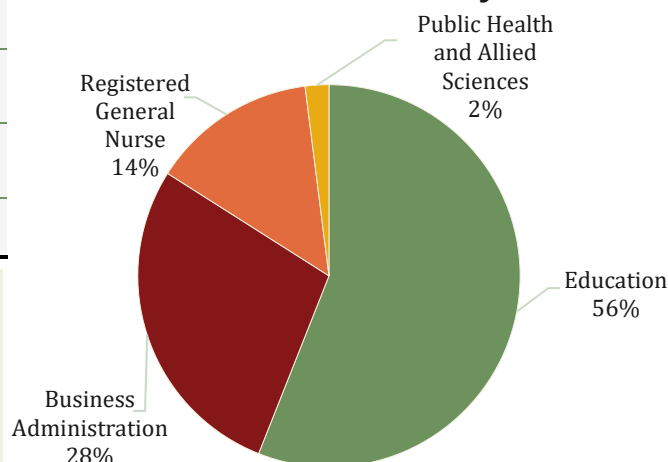
### Enrollment Overview

Total Sisters Served	79
Currently Enrolled	75
Graduates	1
Withdrawals	3
Deferments	8
SLDI Alumnae	17
ASEC Scholarship Alumnae	0
HESA Alumnae	0
Total Congregations Served	36

### Levels & Models of Study

Certificate	0
Diploma	2
Bachelors	73
Masters	4
Model A (Online/Onsite)	34
Model B (Onsite)	45

### Ghana Areas of Study



\*Data from sisters enrolled in ASEC partner institutions in Ghana | ASEC Country Report 2018- Ghana | Page 1 of 10

\*\*Includes 1 sister studying at Cape Coast University

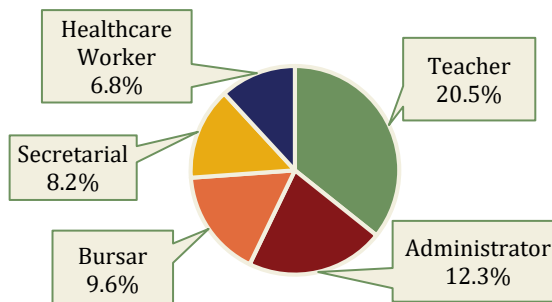
# SLDI 2018 Country Report

## Ghana

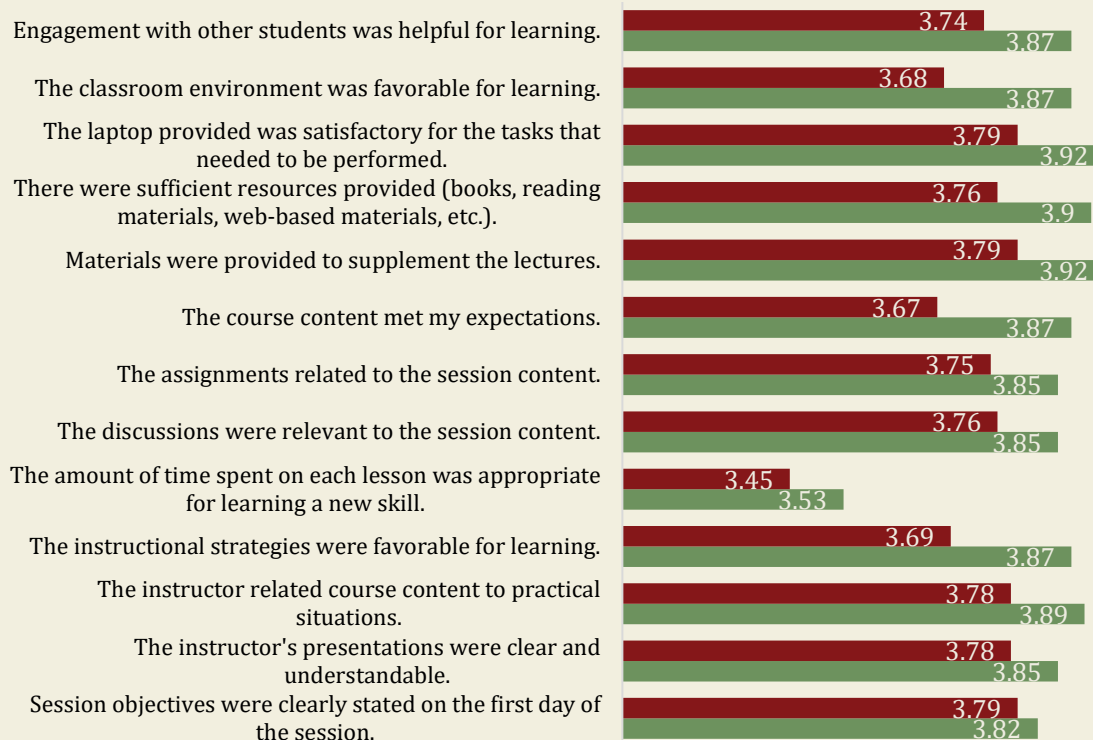
### Participant Overview

Phase I-III Participants (2007-15)	216
Phase IV Participants (2016-18)	87
Phase IV Graduates	77
Total Sisters Served Through SLDI Alone (2007-18)	303
Total Sisters & Superiors Served to Date	341
Total Congregations Served	34

**Teacher and Administrator** are the top two ministries among 2018 SLDI participants in Ghana (N=73).



On every item, **Administration** track (N=39) mean scores were higher than **Finance** track mean scores (N=34).



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

**Ghana** \* One 2018 Alumnae Survey participant completed both SLDI & HESA

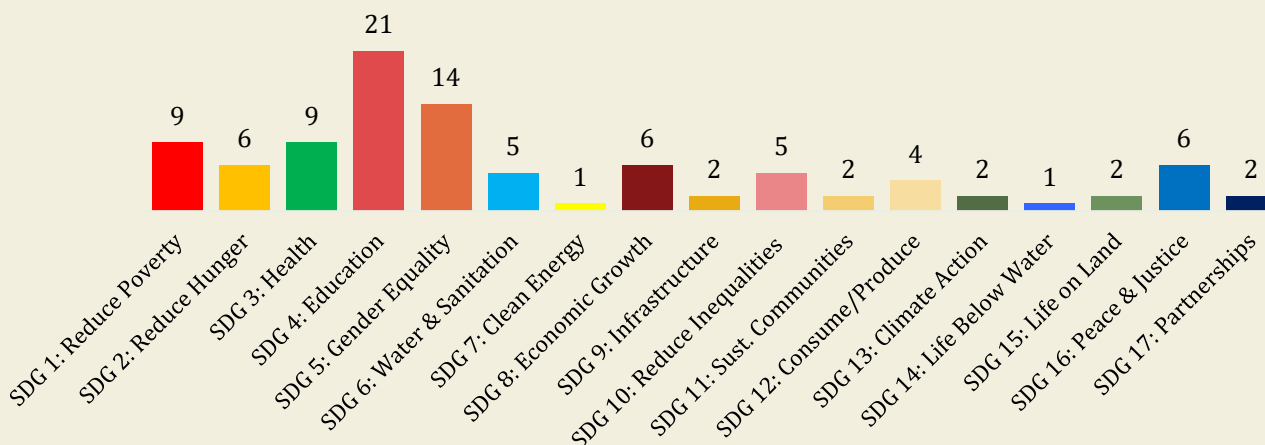
Personal & Professional Growth (N=26)	
Positively Changed Perception of Self	80.8%
Positively Changed Relationships	88.5%

Grant-Writing & Resource Mobilization	
Total Funds Secured: \$1,476,826 (Fourth highest amount of all 10 ASEC countries) N=26 for all items below	
Wrote Grants Before SLDI	7.7%
Wrote Grants After SLDI	23.1%
Grants Successful Before SLDI ( 2 out of 2)	100%
Grants Successful After SLDI (10 out of 24)	41.7%
Act as a Resource Person on Grants	7.7%
Improved Fundraising Ability	34.6%
Improved Resource Mobilization Ability	38.5%
Improved Project Sustainability Ability	30.8%

Leadership Achievements (N=26)	
Received Leadership Position in her Ministry	65.4%
Increased Income	46.2%
Created a Strategic Plan	26.9%
Created a Financial Plan	23%
Mentoring Others	69.2%

Collaborative Partners (N=26)	Percentage of Alumnae Engaging in Collaboration
Fellow Sisters	8%
Government	4%
NGOs	8%
Foundations	0%
Local Groups	0%
Diocese	12%

**In Ghana, education and gender equality are the top SDGs alumnae contribute to in their ministries (N=26).**



Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 Country Report

## Ghana

**Sr. Irene Christine Oparku**, SLDI Phase II, Administration track  
Society of the Infant Jesus

### *Grant-Writing & Resource Mobilization Achievements*

- She was able to write two successful grants, both from the Hilton Fund for Sisters. One grant was to construct a wall around the school. The other grant was for a solar power system for most of the school and for some of the surrounding community. The grant for the solar power was reportedly for \$67,000. Sr. Irene said there were molestations happening in the street at night due to lack of streetlamps. Now there are street lamps in the area because of the solar power system and she reports that these attacks have reduced. The students also now have a place to study with light.
- Currently the school is in the process of constructing a dining hall and assembly hall with the proceeds from students' school fees.

Total Grant  
Funding  
Received:  
**\$67,000**

### *Leadership Achievements*

- Sr. Irene is the Headmistress of the Infant Jesus Preparatory school and received this position after completing SLDI. She has now been in this role for about 5 years.
- Sr. Irene was elected as Councilor in her congregation after SLDI.

**Sr. Priscilla E. Nenuwa**, SLDI Phase III, Administration track  
Sisters of the Holy Child Jesus

### *Leadership Achievements*

- Sr. Priscilla is the Head of a Basic School (Nursery, Kindergarten, Primary and Junior High) in the Western region of Ghana. There are 451 pupils and that increases number every year. She is also a community leader in her congregation. She says before participating in SLDI she was hesitant to take up the leadership of the school and in her community, but now feels more confident. She can delegate tasks to the staff and teachers and appointed a head of each section of the school. She meets with them before going into the larger staff meeting and they are empowered to give reports to the rest of the staff.

- She uses collaborative decision making in her role, involving the teachers so that they own the decisions. She conducted a workshop on stress management with the staff. She also conducted a workshop with the prefects on leadership and invited people from outside to be guest speakers. She sent some teachers for upgrading (professional development) in their subject areas and does in-service trainings, sometimes inviting experts to present. She appreciates her workers and mentions their names to acknowledge them, which motivates others. She also tries to bring up students or teachers that are struggling.
- Teamwork has helped to make things smoother, also time management is useful. She has asked students to evaluate her performance and the teachers' performance.
- She is working with the Ghana Education service and the Bishop and writes reports each academic year for them. (The school is owned by government, in partnership with the church). She has organized appeals for 3 laptops (given by regional Minister for Education) and others donated cement for teachers' quarters. She appeals mostly to people outside the local community.

**Sr. Benedicta Uzokwe**, SLDI Phase I, Administration track  
 Handmaids of the Holy Child Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$18,700 from the Hilton Fund for Sisters for a congregational farming/women's skill development project. The project equips women (widows and single mothers) with skills to improve their financial sustainability. The project also adds value to the farm which increases income and alleviates poverty.
- \$290 in donations and \$116 in in-kind donations to support the farming/women's skill development project



*Leadership Achievements*

- Sr. Benedicta is a teacher by profession and also is working with a widows group. She said she didn't have leadership skills before joining SLDI. Now her congregation calls on her to make presentations and go to conferences. She has also improved the school environment; she wrote proposals to the government for infrastructure development. They built structures, even though no money was given. She also helped the school get boreholes from District Assembly. She feels the teachers are more committed now (after she finished SLDI) and in 2016 the school was named best junior high in the country.

- With the Justice and Peace commission another sister began a widows’ association to help the widows protect their property and assets. Sr. Benedicta took has now taken over leadership of the group. With the funds from Hilton Fund for Sisters (mentioned above) the group is enhancing their cassava production, which can be supplied to schools. The production has just started. There are about 20 widows in the groups, 13 of which are very active. She encourages the widows to keep records and helps them learn basic financial management. She plans to evaluate the cassava project and her work. She is seeking to get storage for the cassava and a vehicle to transport it in the future.

**Success Stories Reported in 2017<sup>1</sup>**

**Sr. Robina Dery**, HESA Phase I, Catholic University College of Ghana  
 Sisters of Mary Immaculate

*Academic Achievements*

- Bachelor of Science, Economics and Business Administration (October 2017)
- “Apart from the academic achievements, I also benefitted spiritually and in fact I had holistic achievements...which will take me through life.”
- “I am personally indebted to HESA for their great support in my academic pursuit. HESA has uplifted me and upgraded me, which will impact greatly in my congregation and society at large. Many, many thanks and God bless HESA.”

**Sr. Bernardine Pemii Barinem**, SLDI Phase I, Project Directors track  
 Daughters of Charity

Total Grant  
 Funding  
 Received:  
**\$544,978**

*Grant-Writing & Resource Mobilization Achievements*

- \$10,000 from Hilton Fund for Sisters for laptops to develop the IT skills of the Religious Women’s Counsel of her diocese.
- \$38,085 from Aid to the Church in Need and \$325,998 from File de la Chante France, as well as a donation of land to build a convent where health, education, pastoral, and social services are provided.
- Through these projects over 4210 individuals (sisters and community members) are served and 22 jobs were created.
- In a June 2018 interview, Sr. Bernardine said almost every year she secures grants;

<sup>1</sup> Some stories reported in 2017 have been updated, including Sr. Bernardine Pemii Barinem and Sr. Stephany Ayomah

she received 150,000 euro (approx. \$170,895) over 3 years for a child protection program from Kindermission, which will help train 4000 teachers and 11,000 students on child protection policy. They also train religious and all stakeholders involved in schools. Hilton Fund for Sisters awarded her start-up funds for this project before she received funding from Kindermission. She also received grants (one from Koch foundation) for fellow sisters' schooling. She says she can report well to donors and even developed a website for her work and posts outcomes on the site.

*Leadership & Academic Achievements*

- She facilitated a two-day workshop for the Religious Women’s Council of her diocese on Project Writing and Reporting, which resulted in participants writing two successful grant proposals.
- She collaboratively developed a three-year strategic plan for the Religious Women’s Counsel.
- She inspired support from mission sponsors for the Religious Women’s Council’s activities.
- After an interview with Sr. Bernardine in June 2018, she provided updated information about her achievements. She is a teacher by profession, but is now in charge of 350 schools in her current position. She developed Child Protection policy for the schools. Through better relationships and policy implementation, abuse of children in schools is reducing and things are improving. She was recommended for her current office after completing SLDI and after the school she was formerly in became one of the best in the district. She received a scholarship (not HESA) for a diploma program in Safeguarding of Children and Vulnerable Adults at the Center for Child Protection in Rome. She now has her Master’s in Education Management.

**Sr. Veronica Louisa Buah, Phase I, Project Director track**  
 Sisters of St. Louis

*Grant-Writing & Resource Mobilization Achievements*

- \$107,883 from Misesan Cara to provide OKU Catholic Clinic and staff quarters with electricity through solar energy; 15 employed, 6,921 served as of 2015
- \$33,189 from Misesan Cara to construct the OKU Catholic clinic roof provided in order to care for marginalized in a safe environment

Total Grant  
 Funding  
 Received:  
**\$461,980**



- \$317,720, Irish Aid Society for St. Louis rural development project: reducing post-harvest loss in the plains of Ghana
- \$1,739 through fundraising and in-kind donations valued at \$1,449 to support the OKU Catholic clinic

**Sr. Stephany Ayomah**, Phase I, Administration & Project Director tracks Sisters of Mary Immaculate

*Grant-Writing & Resource Mobilization Achievements*

- \$7,000 from the Society of the Missionaries of Africa for purchase of Baking machine to generate income through sale of baked goods
- \$10,000 from Hilton Fund for Sisters to construct a bakery building and storeroom
- \$5,629 from Church in Need-Germany for drilling of a borehole for community
- \$12,522 from a private donation for St. Joseph's Clinic & Maternity Home; borehole and lab construction and equipment
- \$65,300 from Hilton Fund for Sisters/SLDI Alumnae Grant, in-kind donation of land (valued at \$800) and \$504 in donations for Ordume Rural Women Association to empower rural women with economic, social and income generation skills
- Though a June 2018 interview, Sr. Stephany shared that she has been successful in lobbying for support of her projects and writing grants. She received \$3500 grant from St Paul Sisters (US) to renovate the convent, received a grant from a German donor to put up a laboratory in the clinic, and should receive about 600 British pounds/approx. \$773 for malnutrition program (an individual in Scotland helped her raise funds; she is waiting to receive the money) serving children in the area. She also received \$29,000 from Catholic Relief Services to construct a kitchen, buy food, and do community outreach. The poverty rate in the area she works is high and the diet is poor.

Total Grant  
 Funding  
 Received:  
**\$135,028**

*Leadership Achievements*

- In a June 2018, Sr. Stephany provided updated information about her achievements. She is currently an Accountant for the St Joseph's Clinic and also runs groups for local women on farming and soap-making. She is located in a rural area. She is also a Community Superior. Additionally, she was President of the SLDI alumnae association until last year and is a Development committee chairperson in her congregation. She said she shares a lot with other sisters (new donors, advice) in

alumnae meetings. Sr. Stephany stated that after SLDI and through alumnae meetings, she can now help in evaluating projects and in making policies.

- Also as an updated in 2018, Sr. Stephany reported that she works with a women’s group and has taught them how to produce soap for a profit which they sell as a group and individually; they also get portions of maize, or have it sold to them at discounted rates. The group can also help each other with small loans (i.e., for a medical bill). There are about 100 members of the women’s group, with 68 very active members. The women she works with have low rates of literacy and only one completed high school. She says in her area there is no government intervention or NGOs. Therefore, she is doing much of the needed work in this region. Many of the people in the area are settlers from the North, driven out by ethnic conflict between the Kokombas and Nanumbas. The settlers do not belong to either group. Only one other sister is working with her in this area. They see about 65-100 patients a day in the busy season (Nov. to Jan.) and 35-60 in the less busy season (Feb. to May). The busy season is rainy season and there are more cases of malaria, diarrhea and colds.

**Sister Mary Lucy Afful, Phase I, Project Director Track**  
 Sisters of St. Louis

*Grant-Writing & Resource Mobilization Achievements*

- \$30,000 to initiate a Clean Water Filtration Project in her community. Within the clean water project, Sr. Lucy: Collaborated and formed a committee of experts on business practices and water filtration. She also engaged a female consultant to advise her on water filtration. Obtain the proper licenses and certifications so she could begin filtering and bottling water. She now employs 4 people and provides 13 area schools & thousands of community members with clean water. Run a small income generation project for local women living in poverty. The women can sell sachets of water locally. Helps to prevent any new cholera outbreaks. Before her project, the area experienced a severe cholera outbreak but has not experienced any outbreaks since her project began.
- \$8,377 from Irish Aide for St. Louis self-reliance project
- \$4,462 from St. Louis Institute Common Fund for basic professional training for two sisters to gain skills relevant to mission work
- \$90,941 from Misesan Cara for rehabilitation of OKU Roman Catholic School

Total Grant  
 Funding  
 Received:  
**\$133,780**

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**Sr. Mary Owusu Frimpong**, Phase I, Administration track  
Sisters of St. Louis

*Grant-Writing & Resource Mobilization Achievements*

- \$15,000 from World Mercy Fund, and \$10,000 from Hilton Fund for Sisters for midwives at Yapesa clinic build facility for midwives to take care of pregnant women and children
- \$13,528 from Misesan Cara for capacity building for middle managers to improve their ability to work in supervisory roles
- \$10,000 from Hilton Fund for renovation of a convent in Pramso



Total Grant  
Funding  
Received:  
**\$48,528**

# HESA 2018 Country Report

## Kenya

**Partners:** Catholic University of Eastern Africa (CUEA), Chemchemi Ya Uzima Institute, Tangaza University College (TUC), Marywood University

**Cohorts:** 1C1, 1C2, 1C3, 1C4, 1C5, 1C6, 4C1, 4C2, 4C3, 4C4, 4C5, 4C1MA, 5C1, 5C2, 5C3, 5C4, 5C1MA, 5C2MA, 7C1, 7C2, 7C3, 7C4, 7C5, 9C2, 9C3, 13C1, 13C2, 13C3, 16C2, 22C3, 25C1

### Enrollment Overview

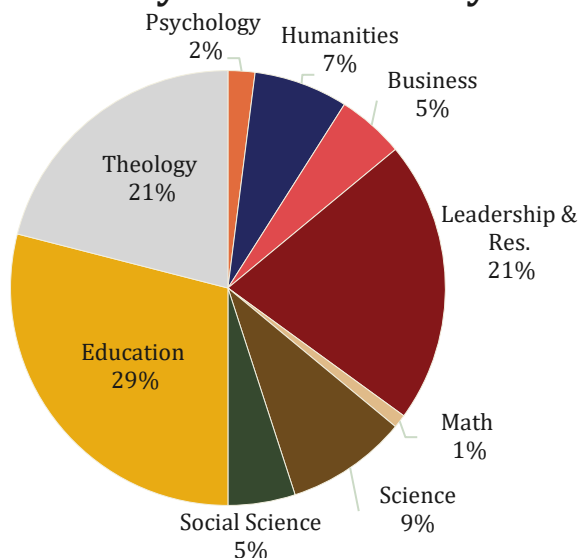
Total Sisters Served	469
Currently Enrolled	351
Graduates	108
Withdrawals	10
Deferments	5
SLDI Alumnae	91
ASEC Scholarship Alumnae	3
HESA Alumnae	18
Total Congregations Served	137

	Orientation Workshop	Mean	SD
<b>Online (N=17)</b>	The course content was related back to practical situations.	4.0	.00
	The environment was favorable for learning.	3.9	.24
	The amount of time spent on each lesson was appropriate for learning a new skill.	3.8	.39
	The course content met my expectations.	4.0	.00
<b>Onsite (N=62)</b>	It was easy to attend the Orientation sessions.	3.7	.45
	The amount of time spent on each topic was appropriate for learning a new skill.	3.6	.68
	The environment was favorable for learning.	3.9	.29
	The Orientation met my expectations.	3.8	.31
	I have a better understanding of my role and responsibilities as a HESA student.	3.8	.57
	Reflective Learning Workshop	Mean	SD
<b>(N=312)</b>	It was easy to attend the Reflective Learning Workshop.	3.8	.43
	The open discussion related to the program allowed me to express my concerns.	3.7	.53
	The workshop content met my expectations.	3.8	.50
	End of HESA Experience	Mean	SD
<b>(N=11)</b>	I gained specific skills from participating in the HESA program that I would otherwise have not achieved.	4.0	.00
	I feel participating in HESA made me a better student.	4.0	.00
	*Data from sisters enrolled in ASEC partner institutions in Kenya	4.0	.00
	*I felt more confident as a result of participating in the HESA program.	4.0	.00
	*I felt more confident as a result of participating in the HESA program.	4.0	.00
	I felt supported and encouraged to continue the program by the ASEC/HESA staff	4.0	.00

### Levels & Models of Study

Certificate	1
Diploma	104
Bachelors	293
Masters	71
Model A (Online/Onsite)	113
Model B (Onsite)	356

### Kenya Areas of Study



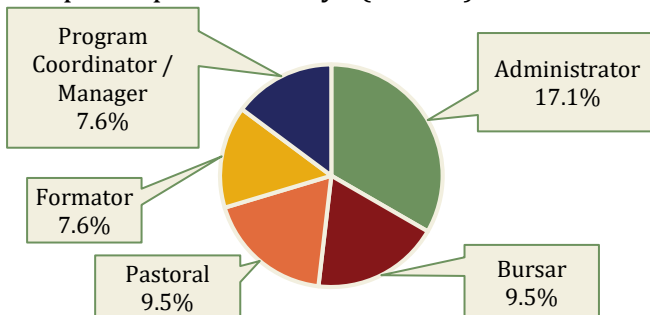
# SLDI 2018 Country Report

## Kenya

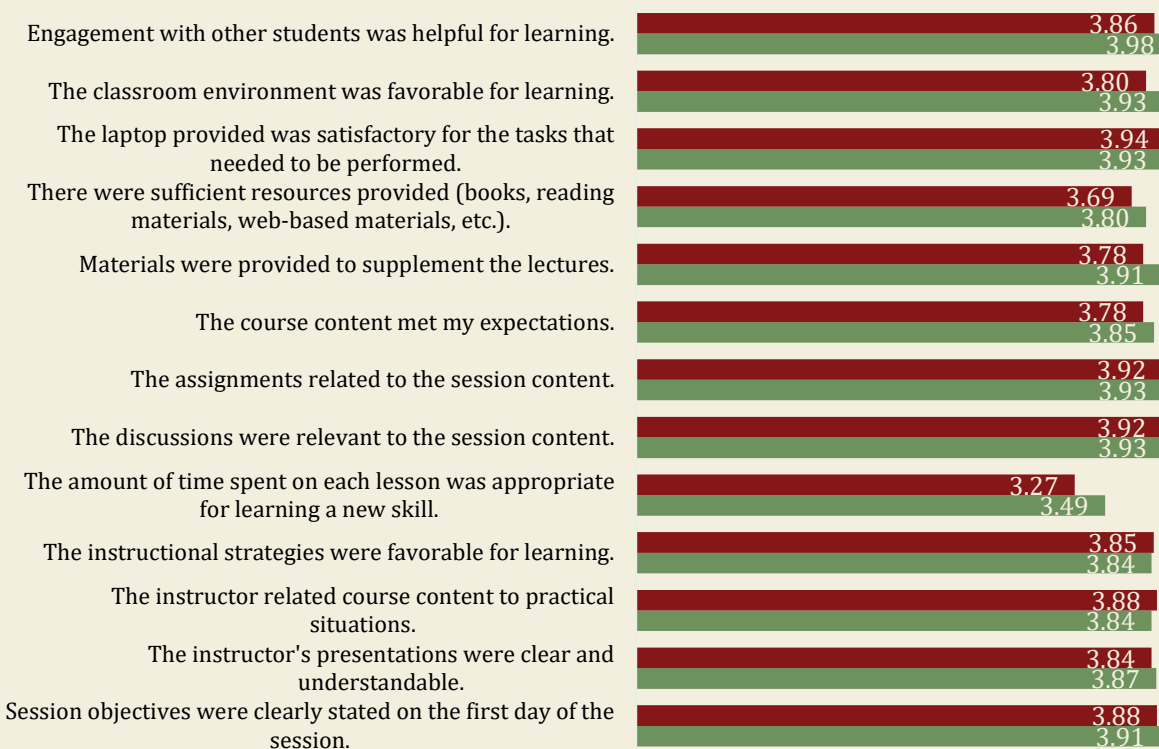
### Participant Overview

Phase I-III Participants (2007-15)	284
Phase IV Participants (2016-18)	139
Phase IV Graduates	100
Total Sisters Served Through SLDI Alone (2007-18)	423
Total Sisters & Superiors Served to Date	541
Total Congregations Served	113

**Administrator, Bursar and Pastoral** are the top three ministries among 2018 SLDI participants in Kenya (N=105).



Scores among the **Administration** (N=55) and **Finance** (N=49) track workshops were comparable, although time allotted for learning was rated lower than the other items.



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

## Kenya

\* Six 2018 Alumnae Survey Participants in Kenya completed both SLDI & HESA

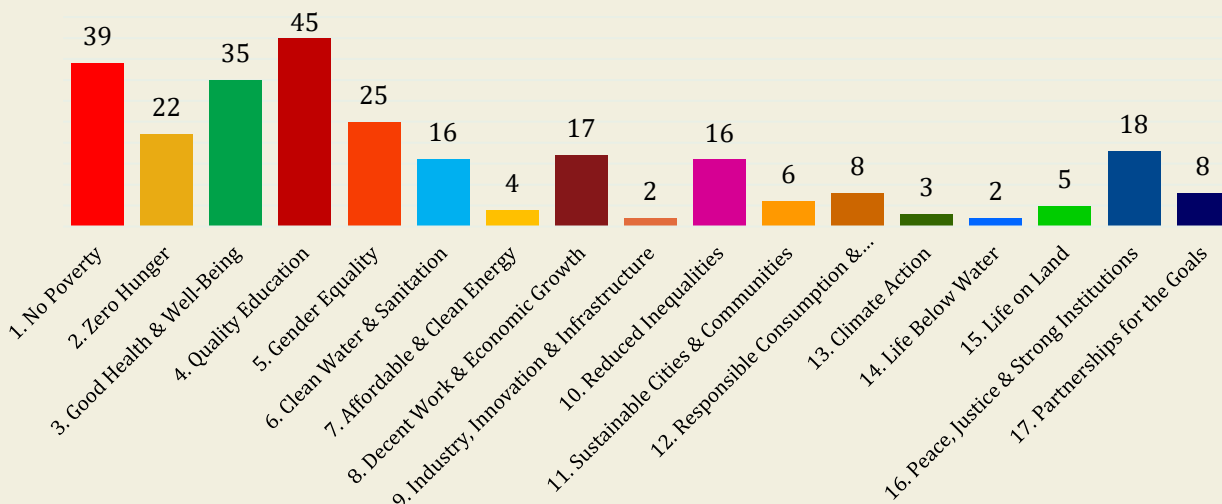
Personal & Professional Growth (N=81)	
Positively Changed Perception of Self	84%
Positively Changed Relationships	86.4%

Grant-Writing & Resource Mobilization (N=81)	
Total Funds Secured: \$4,318,062 (The highest amount of all 10 ASEC countries)	
Wrote Grants Before SLDI/HESA	11.1%
Wrote Grants After SLDI/HESA	56.8%
Grants Successful Before (12 out of 22)	54.5%
Grants Successful After (39 out of 148)	26.3%
Act as a Resource Person on Grants	33.3%
Improved Fundraising Ability	90.1%
Improved Resource Mobilization Ability	86.5%
Improved Project Sustainability Ability	86.4%

Leadership Achievements (N=81)	
Leadership Role in Ministry	70.4%
Increased Income	35.8%
Created a Strategic Plan	37%
Created a Financial Plan	41.8%
Mentoring Others	67.9%

Collaborative Partners (N=81)	Percentage of Alumnae Engaging in Collaboration
Fellow Sisters	37%
Government	19.8%
NGOs	0%
Foundations	17.3%
Local Groups	37%
Diocese	28.4%

**In Kenya, education and poverty reduction are the top SDGs alumnae contribute to in their ministries (N=81).**



\*\*Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 **Country Report** **Kenya**

**Sr. Faith Kamau**, HESA Phase I, Catholic University of Eastern Africa  
 Ursuline Sisters of the Irish Union

### *Academic Achievements*

- Bachelor of Arts in Sociology (November 17, 2017)
- Learned skills through HESA that assist her in her work caring for orphans in Nyumbani Village: A village for orphan children with HIV/AIDS, serving more than 4,000 children a year. Nyumbani Village comprises over 1,000 acres of land, 104 homes, 3 schools, a police station and a health clinic

**Sr. Felistas Chesire**, SLDI Phase I, Finance Track; HESA Phase I & II, Catholic University of Eastern Africa  
 Assumption Sisters of Eldoret

### *Academic Achievements*

- Bachelor of Commerce (November 17, 2017)
- Currently enrolled in Masters of Business Administration program

### *Ministry Achievements*

- Financial Administrator of the Kwetu Home of Peace Rehabilitation Centre for Street Children in Nairobi, Kenya
- Sr. Felistas mobilizes resources within the community, gathering donations and managing the home's accounts and finances

**Sr. Mercylene Norah Nyausi**, SLDI Phase III Administration track and current HESA Phase II student, Tangaza University  
 Franciscan Missionaries of St. Joseph

### *Grant-Writing & Resource Mobilization Achievements*

- \$29,155 from Misesan Cara Irish Aid International for the Baringo Maternity wing construction
- \$47,458 from Misesan Cara Ireland and \$2,472 in donations and \$860 worth of in-kind donations (maize, rice and beans) for the Tuvumiliane HIV/AIDS Care and





support program, which offers home-based care and support for more than 130 people living with HIV/AIDS (PLWHAS)

*Academic Achievements*

- In 2017 she was accepted into the HESA program to earn her Bachelor in Leadership and Management degree at Tangaza University College.

**Sr. Esther Wangari Waithera**, SLDI Phase III Administration track  
 Little Sisters of St. Francis

*Grant-Writing & Resource Mobilization Achievements*

- \$14,400 from the Hilton Fund for Sisters for dialysis chairs and services for poor clients in need of dialysis at affordable charges
- \$32,579 from MissionsZentrale der Franziskaner for hospital equipment
- \$133,000 from Dow Company-USA and \$5,700 from USAID for a clean water project that uses nano-filtration to serve more than 3000 community members. Additionally, 11 people were employed by this project to provide mechanical and technical assistance.



**Success Stories Reported in 2017<sup>1</sup>**

**Sr. Consolata Aloo**, SLDI Phase I, Administration track  
 Franciscan Sisters of St. Anna

*Grant-Writing & Resource Mobilization Achievements*

- Since 2011, Sr. Consolata has successfully obtained grant funds and/or donations from 9 sources, including MissionZentrale der Franziskaner, Missio, Church in Need, Mensen een Missie, Serra International, the Catholic Scholarship Program, Hilton Fund for Sisters, Terre des Hommes, and anonymous donors. The funds raised addressed urgent needs in: local hospitals, schools, orphanages, homes for individuals with disabilities, and also helped fund her fellow sisters' education. She also secured funds for education, infrastructure,



Met

<sup>1</sup> Some stories reported in 2017 have been updated, for Kenya this includes Sr. Ann Kamene Musyoka, Sr. Consolata Aloo

health equipment, sanitation & clean water, nutrition & feeding programs, farming, dental care, and formation. In a report submitted to ASEC, she successfully secured 60 grants and donations since 2011, and more before that time.

- In 2012 Sr. Consolata was asked by her Superior to lead resource mobilization for the Province. She was working as a Finance Administrator and was in school part-time so she and four other sisters formed a resource committee. The committee works collaboratively and Sr. Consolata shares her grant-writing knowledge with the committee members as they write grants together. Interestingly, these sisters had no prior grant-writing knowledge before working with Sr. Consolata.

#### *Leadership Achievements*

- Sr. Consolata facilitated a session on Resource Mobilization at the 2017 Alumnae Workshop in Kenya
- She is currently working with Porticus, housed at the Catholic University of Eastern Africa, to help individuals access scholarships to continue on in higher education. Here she has the opportunity to assist fellow sisters and lay people alike.

#### **Sr. Wilfrida Adero (and her mentee, Sr. Mary Wambui), SLDI Phase I, Administration track**

##### Evangelizing Sisters of Mary

#### *Mentoring Achievements*

- Sr. Wilfrida mentored Sr. Mary who is now In-Charge of an HIV/AIDS project in their congregation. Sr. Mary then mentored her staff at the project, and continues to do so. The HIV/AIDS project receives funding from USAID to implement a holistic project addressing HIV/AIDS in the local areas, including 4 slum areas. Served approximately 3000 orphaned & vulnerable children to date. The project assists in HIV prevention & treatment, feeding, educational needs, parenting skills, preventing and responding to child abuse, and fostering economic sustainability
- After receiving her own mentoring, Sr. Mary mentored her staff in several skill areas such as time management, delegation, working independently, stakeholder mapping, collaboration, and more. In interviews conducted by ASEC staff, the staff at the HIV/AIDS project testified to the usefulness of the skills they learned and how they put the skills into practice to enhance their effectiveness.

**Sr. Mary Mwangi**, SLDI Phase II, Administration  
 track Sisters of Mary Immaculate of Nyeri

*Grant-Writing Achievements*

- \$9,494 from Loyola Foundation for construction of 12 pit latrines
- \$1146 from Safaricom Foundation, \$114 for girls sanitation materials and books
- \$11,628 from Hilton Fund for Sisters for Bishop Perlo Girls School classroom construction. The school educates girls rescued from female genital mutilation and early forced marriages.

Total Grant  
 Funding  
 Secured:  
**\$22,268**

**Sr. Ludovena Anyango Onyino**, SLDI Phase I, Project Management  
 track Franciscan Sisters of St. Anna

*Grant-Writing Achievements*

- \$19,694 from Kenyan government -National Council for Persons with Disabilities of Kenya for the St. Martin de Pores Primary School classroom construction. The school educates and rehabilitates children with cerebral palsy
- \$12,063 from the National Fund for the Disabled of Kenya, \$2,900 from International Partner in Mission and Missionary Movement, \$905 from Kenya Commercial Bank. All funds benefitted the Nyabondo Center for the Disabled: \$12,063 was used for classroom construction, \$2,900 was used for a feeding program and to purchase of medications for rehabilitation, and \$905 was used to purchase tables and chairs for the school
- \$19,380 from Missionary Movement in Malta for St. Georges Special School classroom construction
- \$1800 from Stching Bando Kids for feeding program for impoverished children

Total Grant  
 Funding  
 Secured:  
**\$57,707**

**Sr. Margaret Wangeci Mwaura**, SLDI Phase I, Finance  
 track Little Sisters of St. Francis

*Grant-Writing Achievements*

- \$84,880 & \$11,971 from Missionzentrale: \$84,880 grant for an ultrasound machine and \$11,971 for a theatre table and dental chair. Both grants benefitted the St. Francis Hospital
- \$10,702 from the Hilton Fund for Sisters for a washing machine for the St. Francis Hospital
- \$25,056 from the Hilton Fund for Sisters, & Local donations in amount of \$493 to help establish a bottled water income generating project at the Ukweli Home of Hope, which is a home for boys who formerly lived on the streets in slum areas. The water project is now functioning and sells water locally to support the home for boys.
- \$24,225 through fundraising for older sisters & lay elderly project to support people as they age



**Sr. Jacinta M. Mwangangi**, SLDI Phase I, Administration  
 track Missionary Benedictine Sisters

*Grant-Writing Achievements*

- \$92,747 from Japan Embassy in Kenya for construction of medical theatre and purchase of medical equipment including an x-ray machine and ultrasound machine. Converted a health clinic into a hospital. Brings health services to the nearly one million residents in the remote area in the Eldoret diocese, Rift Valley province.
- \$6,031 from Community Agricultural Development Project in Semi-Arid Lands (CADSAL) for renovation of x-ray room and purchase of x-ray supplies
- \$32,500 from East Africa Ambulance Foundation for purchase of health center ambulance to run a mobile clinic for immunizations and transport drugs and medical supplies up to 140 km away.



**Sr. Lucy Kanjira**, SLDI Phase I, Project Director track  
 Good Shepherd Sisters

*Grant-Writing Achievements*

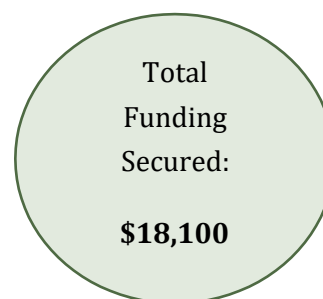
- \$50,000 from Chalice Canada to support ministry projects including funding orphans’ secondary education, a group for the elderly to cope with aging and to engage in income generating activities, and a microfinance and economic empowerment group
- \$12,000 from Friends of the Good Shepherd to fund children’s education
- \$89,890 from Christian Child Care International for education for children, staff development and community development within ministry projects
- \$15,000 from Good Shepherd-Mission Development for 50 girls to attend secondary school
- Local Fundraising: Parent fundraiser, \$944 and Children’s fundraiser, \$674 to support ministry projects



**Sr. Josephine Kwenga Muthoni**, SLDI Phase III, Administration  
 track Sister of St. Joseph of Tarbes

*Grant-Writing Achievements*

- \$12,832 from Mensen Met een Missie, \$4281 from in-kind donations, and \$987 from local donations, \$987. Sr. Josephine received grant funds and donations to implement a small project that seeks to empower poor women in a slum in Nairobi and in a rural area in Mwala- Machakos County. The project is run through the AOSK Association of Sisterhoods in Kenya (AOSK) Justice & Peace Commission (JPC) office. Through the project Sr. Josephine empowers women via economic capacity building activities like bead work, crocheting, sustainable farming of drought resistant fruits trees, and chicken rearing. The women also engage in peace building initiatives using tools like peace circles to influence individual families and communities to reduce cases of domestic/ethnic violence.



The project also focuses on the gender empowerment of marginalized women including individuals living in extreme poverty and living with HIV/AIDS (infected or affected). She collaborated with Catholic Diocese of Nakuni in implementing her project.

*Leadership Achievements*

- Was appointed as a member of provincial council
- Helped develop a strategic plan for her place of work (AOSK)

**Sr. Ann Kamene Musyoka**, HESA Phase I, Catholic University of Eastern Africa  
 Assumption Sisters of Nairobi

*Academic Achievements*

- Bachelor of Arts in Development Studies (May 27, 2016)
- Upon completion of the HESA program, was promoted to Program Coordinator of the Limuru Chesire Home for Girls.

Total Grant  
 Funding  
 Secured:  
**\$16,669**

*Grant-Writing Achievements*

- Pontifical Missionary Society (grant), \$5,150; Onesmus G Mwangi (donation), \$989 Child feeding program, providing dietary/nutritional support to children aged 0-14 years
- Additional in-kind donations, \$640  
 Rice, beans and maize flour for the feeding child program
- Kenya Power and Lighting Company, \$9,890  
 Provide computers to home for girls with disabilities, allowing the girls to learn computer skills

**Sr. Marie Therese Fernando**, HESA Phase I, Marywood University/Catholic University of Eastern Africa  
 Sisters of the Holy Angels

*Academic Achievements*

- Bachelor of Arts in Development Studies (October 28, 2016)
- Reported improved confidence, increased finance knowledge and project writing ability after completion of the HESA program.
- Upon completion of the HESA program, received a promotion to community leader and became a counselor within her congregation. Also reported feeling more confident in public speaking and finance management. Sr. Marie is currently working on fundraising and starting an income generating project for her congregation.

**Sr. Lydia Wachira**, HESA Phase I, Catholic University of Eastern Africa  
Nazareth Sisters of Annunciation

*Academic Achievements*

- Bachelor of Arts in Development Studies (October 28, 2016)
- Sr. Lydia is currently on the congregational projects committee and the congregational leadership team, where she utilizes the skills she gained from HESA to collaborate with others and prepare financial plans.

**Sr. Bibiana Shilwatso**, HESA Phase I, Tangaza University College  
Franciscan Sisters of St. Joseph

*Academic Achievements*

- Diploma in Leadership and Resource Management (December 2014)
- Sr. Bibiana is currently an administrative assistant and is a member of the regional finance development committee. She reports that HESA has broadened her skills and increased her abilities in organizational management.

**Sr. Esther Mwangi**, HESA Phase I, Aga Khan University  
Little Sisters of St. Francis

*Academic Achievements*

- Bachelors of Science in Nursing (February 10, 2016)
- Sr. Esther reports that participating in HESA has increased her ability to collaborate with others. She reports currently working on gathering funding for a congregational project and using the skills she acquired to initiate innovative and sustainable projects.

**Sr. Margaret Kaleli**, HESA Phase I, Tangaza University College  
Sisters of St. Joseph Benedict Cottolengo

*Academic Achievements*

- Diploma in Leadership and Resource Management (December 2014)
- Sr. Margaret reports utilizing the skills and knowledge she gained from the HESA program to better her ministry. She is currently a self-help group coordinator and is in the process of writing grants to fund her projects.

**Sr. Ruth Makonge**, HESA Phase I, Tangaza University College  
Missionary Congregation of the Evangelizing Sisters of Mary

*Academic Achievements*



- 
- Diploma in Leadership and Resource Management (December 2015)
  - Local congregation superior and secondary school administrator for a congregation-owned school
  - Reported using the skills she gained from the HESA program to create strategic plans, mobilize resources and mentor others.
  - “HESA program was a real good fit for me because it was what I desired to pursue in life and therefore my long awaited dream has come true.”

**Sr. Anisia Kitaka**, HESA Phase I, Marywood University/HESA Phase I, Catholic University of Eastern Africa  
Little Sisters of St. Francis

*Academic Achievements*

- Bachelors of Arts in Education (October 28, 2016)
- Sr. Anisia reports using the skills she gained from HESA to increase congregation personnel and procure higher student enrollment at the congregation’s school, where she holds a leadership position.

**Sr. Petronilla Kyomugisha**, HESA Phase I, Marywood University/Catholic University of Eastern Africa  
Missionary Sisters of Mary Mother of Church

*Academic Achievements*

- Bachelors of Arts in Education (October 2, 2015)
- Head teacher at a girls secondary school established by her congregation in February 2015
- “I got opportunity to interact with people from different African countries, West, Central and East Africa. I was able to share experiences with students with different age i.e. both young and old. It also helped me to improve on my leadership skills as I happened to become the chairperson of 60 sisters from different nationalities.”

# HESA 2018 Country Report

## Lesotho

**Partners:** National University of Lesotho (NUL)  
**Cohorts:** 18C1, 18C2

<b>Orientation Workshop</b>		<b>Mean</b>	<b>SD</b>
<b>Onsite (N=3)</b>	It was easy to attend the Orientation sessions.	3.6	.57
	The amount of time spent on each topic was appropriate for learning a new skill.	3.6	.57
	The environment was favorable for learning.	4.0	.00
	The Orientation met my expectations.	4.0	.00
	I have a better understanding of my role and responsibilities as a HESA student.	4.0	.00
<b>Reflective Learning Workshop</b>		<b>Mean</b>	<b>SD</b>
<b>(N=4)</b>	It was easy to attend the Reflective Learning Workshop.	3.8	.43
	The open discussion related to the program allowed me to express my concerns.	3.8	.44
	The workshop content met my expectations.	3.8	.44

**Suggested Future Workshop Topics:**

Time management, self-awareness, study methods, personality traits, good health and self-motivation.

**Student General Orientation Comments:**

I would like to thank HESA for this orientation because it is an eye opener to me. It has released the stress I had for studying. I thank ASEC for that helpful orientation

**Student Orientation Suggestions:**

To begin Orientation Workshop before school starts.  
 Invite previous HESA students to the Orientation to speak to the new students.

**Student Reflective Learning Suggestions:**

Provide students with the agenda at the beginning of the workshop.  
 Maybe next time should we go outside our communities for refreshment.

\*Data from sisters enrolled in ASEC partner institutions in Lesotho

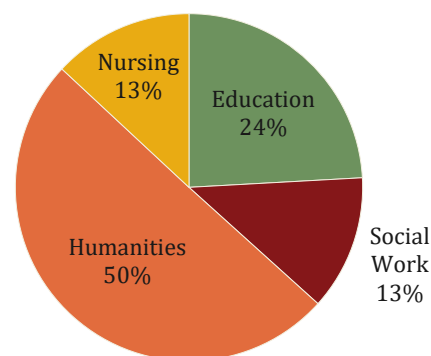
### Enrollment Overview

Total Sisters Served	8
Currently Enrolled	8
Graduates	0
Withdrawals	0
Deferments	0
SLDI Alumnae	0
ASEC Scholarship Alumnae	0
Total Congregations Served	7

### Levels & Models of Study

Certificate	0
Diploma	0
Bachelors	8
Masters	0
Model A (Online/Onsite)	0
Model B (Onsite)	8

### Lesotho Areas of Study



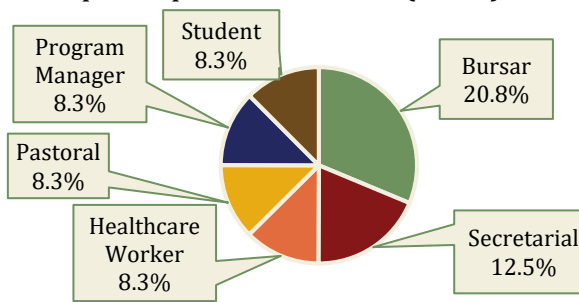
# SLDI 2018 Country Report

## Lesotho

### Participant Overview

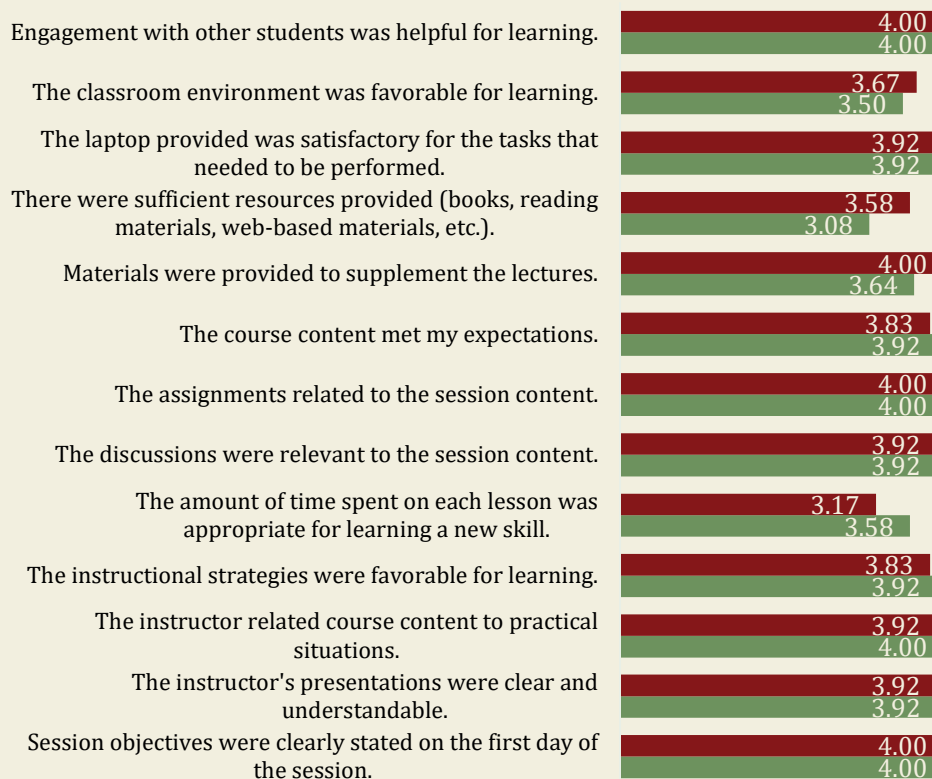
Phase I-III Participants (2007-15)	2
Phase IV Participants (2016-18)	35
Phase IV Graduates*	22
Total Sisters Served Through SLDI Alone (2007-16)	37
Total Sisters & Superiors Served to Date	62
Total Congregations Served	13

**Bursar and Secretarial** work are the top two ministries among 2018 SLDI participants in Lesotho (N=24).



\*Includes one sister who graduated posthumously

Mean scores between the **Administration** (N=12) and **Finance** (N=12) tracks were similar except for items related to time allotted for lessons, sufficient resources, and classroom environment.



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

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# Success Stories 2018 Country Report

## Lesotho

**Sr. Teresa Ntsoaki Noko**, SLDI Phase IV, Administration track  
Sisters of Charity of Ottawa

### *Grant-Writing & Resource Mobilization Achievements*

- \$1,126 from Social Development (government) for animal rearing, including chickens, rabbits and fencing for the animals.
- She reports she did not know how to write a grant proposal prior to joining SLDI.
- \$914 from Woolworths for chicken rearing. She reports she had never used computer prior to joining SLDI. She learned how to type and use computer through the Basic Technology workshop. With her new computer skills she posted to her congregation's website about the need for animal rearing and Woolworths donated in response to her online posting.

### *Leadership Achievements*

- Drafted a new constitution for the social service agency where she works, the Elizabeth Bruyere Old Age Home.
- Learned how to present publicly.
- Collaborates with the local police assistants (23 officers in 35 villages) to increase safety for the elderly individuals she serves. With the police assistants, she drafted a proposal to the US Embassy for a police vehicle, which is pending.

**Sr. Eusebia Matseliso Lerothon**, SLDI Phase IV, Finance track  
Handmaids of Christ the Priest

### *Grant-Writing & Resource Mobilization Achievements*

- \$7,643 from the US Embassy for a chicken coop to accommodate 1000 chicks, as well as feeding and medicine for them.
- She wrote a grant proposal to the South African Development Agricultural projects which is pending but promising.
- She has not written any grant proposals before participating in SLDI.

### *Leadership Achievements*

- She was elected as General Bursar last year but didn't know how she would fulfill this role. She realized the financial system being used was old. During SLDI she changed the program to keep financial records and adapted to the accepted standards of financial record keeping. This was important for the congregation and

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everyone is benefitting; the new financial system was not easy to implement, as she met some resistance but with time most sisters understood the need for improvements.

- Served as the group representative at the SLDI Lesotho graduation, and delivered a speech to inspire her fellow graduates and offer gratitude to those who made SLDI possible.

# HESA 2018 Country Report

## Malawi

**Partners:** The Catholic University of Malawi  
**Cohorts:** 14C1, 14C1MA, 14C2, 14C2MA, 26C1

**Orientation Workshop**

	Mean	SD
It was easy to attend the Orientation sessions.	3.6	.50
The amount of time spent on each topic was appropriate for learning a new skill.	3.5	.52
The environment was favorable for learning.	3.8	.40
The Orientation met my expectations.	3.6	.50
I have a better understanding of my role and responsibilities as a HESA student.	3.7	.68

**Reflective Learning Workshop**

	Mean	SD
It was easy to attend the Reflective Learning Workshop.	3.3	1.0
The workshop objectives were clearly stated.	3.6	.79
The open discussion related to the program allowed me to express my concerns.	3.3	.83
The workshop content met my expectations.	3.6	.85

**Reflective Learning Student Suggestions:**

- Spend additional time going over computer technology.
- Review Microsoft Office: Word, Powerpoint, Excel.
- Include topics related to study skill and communication.
- To have it near the school premises for easy travelling.
- Accommodation and time must be improved.
- There is a need to have timetable for all programs to be covered during the workshop, so as to know what comes next within the workshop.

**Reflective Learning Student General Comments:**

Being in a gathering of HESA family is vital just because it is where we share different experiences that is of both positive and negative.  
 The workshop has enriched me with knowledge of computer skill and how I can be familiar with social media.

\*Data from sisters enrolled in ASEC partner institutions in Malawi  
 \*\*Includes 1 sister at Phalombe Nursing School College

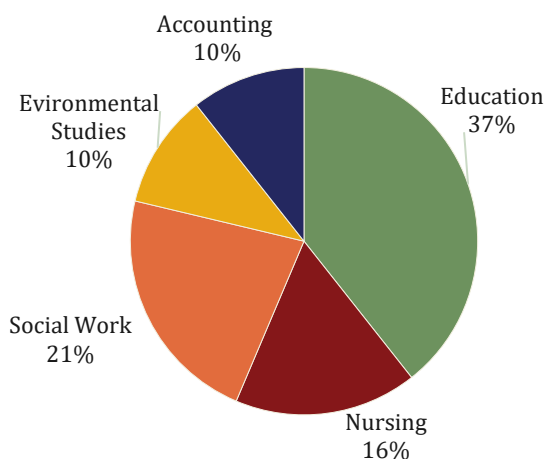
### Enrollment Overview

Total Sisters Served	20
Currently Enrolled	20
Graduates	0
Withdrawals	0
Deferments	1
SLDI Alumnae	6
ASEC Scholarship Alumnae	0
HESA Alumnae	0
Total Congregations Served	9

### Levels & Models of Study

Certificate	0
Diploma	1
Bachelors	17
Masters	2
Model A (Online/Onsite)	0
Model B (Onsite)	20

### Malawi Areas of Study



# SLDI 2018 Country Report

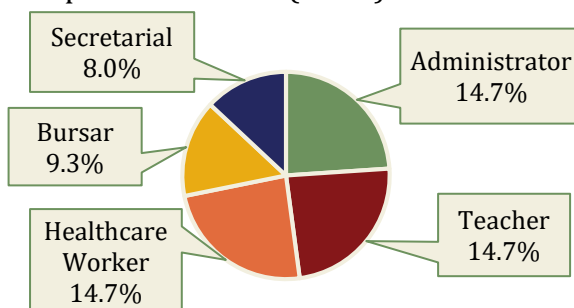
## Malawi

### Participant Overview

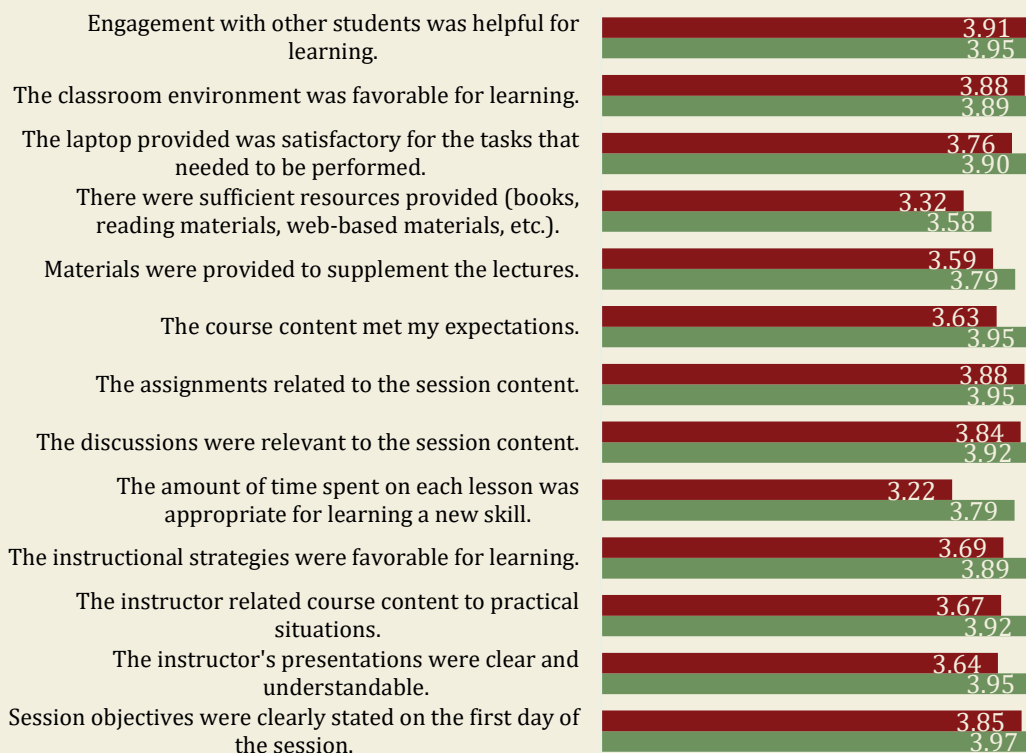
Phase I-III Participants (2007-15)	81
Phase IV Participants (2016-18)	88
Phase IV Graduates	76
Total Sisters Served Through SLDI Alone (2007-18)	169
Total Sisters & Superiors Served to Date	221
Total Congregations Served	34*

\*Includes 5 congregations in Zimbabwe

**Administrator, Teacher and Healthcare Worker** are the top three ministries among 2018 SLDI participants in Malawi (N=75).



On every item, **Administration** track (N=39) mean scores were higher than **Finance** track mean scores (N=34).



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.



# Alumnae 2018 Country Report

## Malawi

\*One 2018 Alumnae Survey Participant in Malawi completed both SLDI & HESA

### Personal & Professional Growth (N=12)

Positively Changed Perception of Self	83.3%
Positively Changed Relationships	75%

### Grant-Writing & Resource Mobilization (N=12)

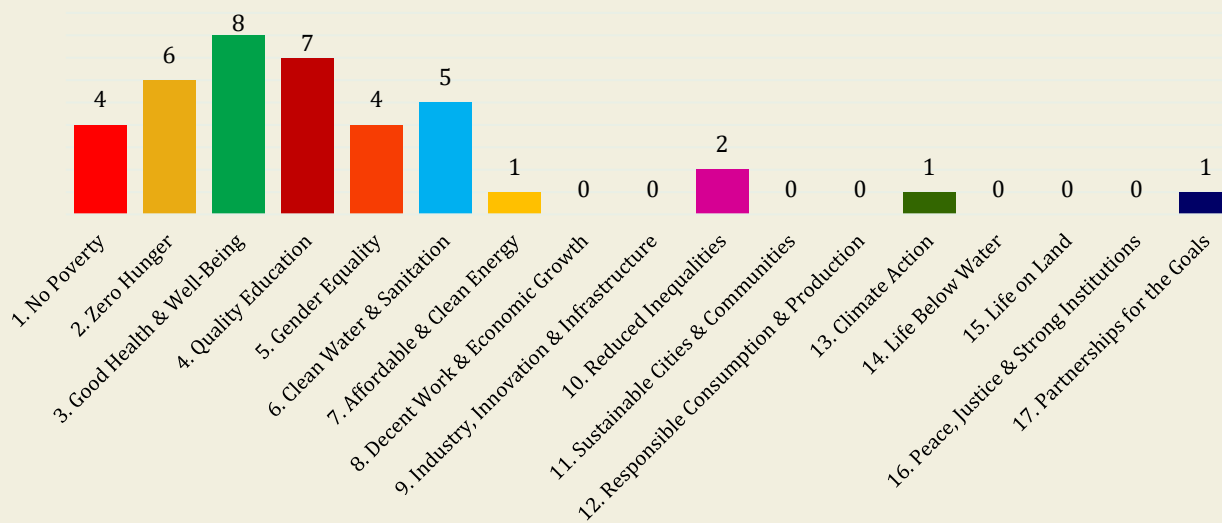
<b>Total Funds Secured: \$151,052</b> (The lowest amount of all 10 ASEC countries)	
Wrote Grants Before SLDI/HESA	25%
Wrote Grants After SLDI/HESA	33.3%
Grants Successful Before (None Reported)	-
Grants Successful After (3 out of 7)	42.3%
Act as a Resource Person on Grants	25%
Improved Fundraising Ability	33.3%
Improved Resource Mobilization Ability	58.3%
Improved Project Sustainability Ability	58.3%

### Leadership Achievements (N=12)

Leadership Role in Ministry	66.6%
Increased Income	25%
Created a Strategic Plan	16.7%
Created a Financial Plan	25%
Mentoring Others	75%

Collaborative Partners (N=12)	Percentage of Alumnae Engaging in Collaboration
Fellow Sisters	41.7%
Government	33.3%
NGOs	8.3%
Foundations	16.7%
Local Groups	0%
Diocese	50%

### Healthcare and education are the top two SDGs alumnae contribute to in their ministries (N=12).



\*\*Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 Country Report

## Malawi

**Sr. Stella Ovietaoba**, SLDI Phase III, Finance track  
 Medical Missionaries of Mary

### *Grant-Writing & Resource Mobilization Achievements*

- \$15,000 from Hilton Fund for Sisters for a solar power system for the Kasina Helath Centre.
- Sr. Stella writes about the solar power system in her own words:

“As the saying goes ‘every problem has a solution.’ This has prompted the initiative to seek for ways to bring to an end the nightmare of incessant power black out experienced in the Malawi in recent times. There are many reasons for this “Power Shedding” that results in daily blackouts - poor maintenance of the country’s generating power supply, low water level of the dam providing the hydroelectric power due to poor rain fall resulting from climate change and corruption. As we all know, electricity is of great importance. There is hardly any institution that can function properly without an adequate power supply. This was the situation in Kasina Health Centre in Dedza district, Central Region of Malawi and still is in many parts of Africa, where unstable electricity poses huge problems to service providers. Hence the need to tap into the abundant natural resources at our disposal, such as wind and solar energy. Having a solar system as an alternative source of electricity to back-up the national electricity supply is the way out of the constant problem of power cuts. Our thanks are extended to Hilton Foundation for providing Kasina Health Centre, Dedza, Malawi, with a grant to install a solar system power back up in the health facility, thereby improving prompt and efficient service delivery. Kasina Health Centre is a mission health facility in Malawi managed by the Medical Missionaries of Mary sisters, an international Missionary Congregation of women religious working for holistic healing and true human development, with a focus on mother and child. The Health Centre offers the inpatient, outpatient and home-based health services to 72 villages within its catchment area. Focusing on HIV/AIDS treatment, maternal & child health, nutrition, immunizations, epilepsy, hypertension, cancer screenings, youth and community health. Since the installation of the solar power back up system, there is uninterrupted electricity to carry out our services. The nurses on night duty are delighted to be able to



conduct deliveries with ease as a result of constant electricity. The patients admitted in the wards also benefit. On the first night the solar system was installed, it was like a miracle to them to see the lights on in Kasina Health Centre when there was no electricity in other places. No longer do the staff have to work without running water, depending upon buckets from the local pump, as the constant electricity supply enables the pumping of water whenever needed. It is also wonderful to be able to get through all the administrative work without the stress of having to worry about an electricity supply for photocopying, charging computers and phones and record keeping. We are able to maintain the cold-chain for the vaccines, with the refrigerators constantly running, thus preventing the discarding of spoiled vaccines. The Laboratory technician can do all the tests necessary when required with the constant power to run the equipment. Women attending the Cervical Cancer screening clinic, who need treatment for early changes, can be treated on the spot, rather than having to wait for the electricity to come on which could be only the next day.

The solar back up system is indeed a remarkable development for Kasina Health Centre. It is environmental friendly, has zero pollution, is cost effective to manage and ideal because of the abundant sunlight in Malawi. The Management, staff and the people of Kasina Community are immensely grateful to Hilton Foundation for giving us this opportunity to achieve our goal of being able to aptly carry out diagnosis, provide treatment and all necessary services, without delay, in a safe and hygienic environment.”

**Sr. Sonia Quintino**, SLDI Phase IV Finance track  
Carmelite Sisters

#### *Leadership Achievements*

- In her ministry at the Ganya Health Center, Sr. Sonia established a Teen Club that offers a psycho-social support group for youth living with and affected by HIV/AIDS and is run by the Elizabeth Glaser Pediatric AIDS Foundation. In the Teen Club sessions, young people who are HIV positive learn about adherence, disclosure, stigma and discrimination facing those infected with HIV/AIDS in Malawi and how to deal with these challenges. Sr. Sonia uses skills she learned through the SLDI program, including delivering presentations to the support group on helpful topics such as stress management.
- Sr. Sonia was particularly helpful in assisting a young girl, Agnes, who was unaware she was HIV positive until both of her parents passed away. Agnes eventually as brought to the Ganya Health Center, after her health deteriorated to a point where she might lose her life. Agnes received treatment and support, her health improved and she took part

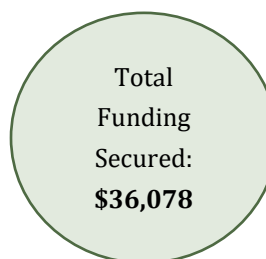
in the Teen Club sessions. She has now accepted her status and works to overcome the stigma and discrimination that unfortunately surrounds those who HIV positive. She volunteers with Sr. Sonia to help others. Sr. Sonia shared her story for the ASEC website, and it can be found in its entirety here

## Success Stories Reported in 2017

**Sr. Mary Chimalizeni**, SLDI Phase III, Administration track  
 Daughters of Wisdom

### *Grant-Writing & Resource Mobilization Achievements*

- \$11,118 from Beit Trust to drill a borehole for water for students and community
- \$11,170 from Solon Foundation, \$8,267 through fundraising, and \$5,523 in donations to create a library extension to provide enough space for students at St. Mary's Secondary School and to create space for an electronic library.



### *Leadership Achievement*

- Vice Chair of Association of Women Religious Institutes in Malawi (AWRIM)

**Sr. Colleta Bester**, SLDI Phase III, Administration track  
 Teresian Sisters

### *Leadership & Project Implementation Achievements*

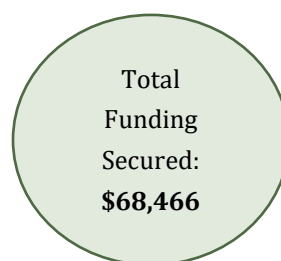
- Sr. Colleta is the Sister-In-Charge and ECD Coordinator at the Self-Sustaining Services for Women and Young Children: Improving Physical and Intellectual Development  
 The purpose of this project is to increase knowledge on how to produce nutritious food locally in so doing, reduce malnutrition in this area. Also seeks to improve nutrition and uptake of vaccines of children up to 5 years old. Built Early Childhood Development (ECD) Centers where children 2 to 5 years receive early education in order to help them holistically. Project has received \$6,051 for farming, \$23,648 for ECD and Nutrition for two years, which are listed below.
- Sr. Colleta is also the Project Coordinator for her congregation and Vice Superior General.

*Partnership Achievements*

- To sustain the project listed above, partnerships were developed:
  - Ministry of Health provides policy guidelines, monitoring and human resources to work in the hospitals/health centers. Pays for salary and medicine
  - Ministry of Gender provides training, food, and other materials for children
  - Christian Health Association of Malawi (CHAM) provides training to nurses and provides consumables to hospital
  - Hilton Foundation provide funds for ECD PROJECT through Catholic Relief Services (CRS)

*Grant-Writing & Resource Mobilization Achievements*

- \$15,291 from MIVA Austria & \$15,291 from Brothers and Sisters in Need for two vehicles for her congregation
- \$8,185 from Brothers and Sisters in Need-Austria to empower sisters to receive their education
- \$6,051 in donations for farming
- \$23,648 grant for Construction of ECD & Nutrition Center



**Sr. Victoria Zimba**, SLDI Phase III, Administration track  
 Sisters of the Holy Rosary

*Leadership Achievements*

- Sr. Victoria described her success in her own words:  
 “Before and after attending this programme of SLDI I have held the position of Diocesan Lay Apostolate Coordinator in the Diocese of Karonga in Malawi, looking after 10, 000 lay people who are in Movements. I was assigned this position without training, which meant training on the job facing a number of challenges in the learning process. This is not the case though after the training. Now I know what I am supposed to do or not. I am working confidently and effectively.  
 I participated effectively in the development of the strategic plan of the Diocese because it was done during the time when we were learning how to develop strategic plan. I am able to plan the activities of all Lay Movement members professionally and share it to all stakeholders through email, whatsApp and other means due to the knowledge that I have gained through the same programme. This has helped in publicising the activities of the Lay Apostolate Office, and it has also helped us to build good relationship with

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our stakeholders since we all know the what, where, how, when etc of the activity ahead of us.

Now I am confidently helping the Lay Movement members to know and understand their calling and being able to respond to their call so as to live a happy life here on Earth and attain their goal which is to see the face of God after this life. This is all because of the help that I have been given through this programme.”

**Sr. Maria Claire Kapachika**, SLDI Phase III, Administration track  
Carmelite Sisters

*Leadership Achievement*

- In February 2017, she was selected to be the chairperson of the Association of Women Religious Institutes in Malawi (AWRIM)

# HESA 2018 Country Report

## Nigeria

**Partners:** Sacred Heart Nursing School, Veritas University, Chestnut Hill College, Rosemont College  
**Cohorts:** 2C1, 2C2, 2C3, 2C4, 8C1, 8C1MA, 8C2, 8C3, 16C1, 16C2, 19C1

### Enrollment Overview

Total Sisters Served	103
Currently Enrolled	79
Graduates	12
Withdrawals	12
Deferments	3
SLDI Alumnae	16
ASEC Scholarship Alumnae	0
HESA Alumnae	1
Total Congregations Served	39

	Orientation Workshop	Mean	SD
Online (N=20)	The course content was related back to practical situations.	3.8	.41
	The environment was favorable for learning.	3.8	.52
	The amount of time spent on each lesson was appropriate for learning a new skill.	3.5	.60
	The course content met my expectations.	3.7	.44
	It was easy to attend the Orientation sessions.	3.3	.68

Online (N=18)	The amount of time spent on each topic was appropriate for learning a new skill.	3.6	.48
	The environment was favorable for learning.	3.8	.38
	The Orientation met my expectations.	3.8	.32
	I have a better understanding of my role and responsibilities as a HESA student.	3.8	.32

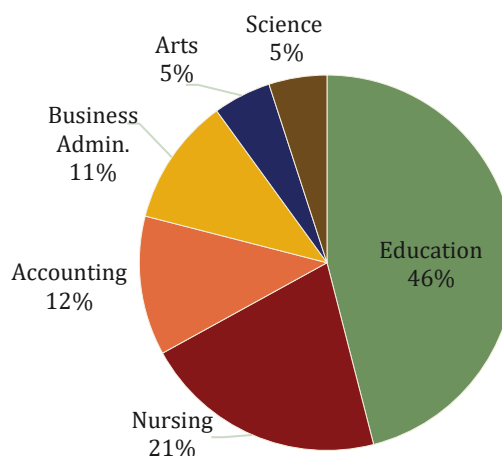
	Reflective Learning Workshop	Mean	SD
(N=65)	It was easy to attend the Reflective Learning Workshop.	3.4	.63
	The open discussion related to the program allowed me to express my concerns.	3.6	.50
	The workshop content met my expectations.	3.6	.58

	End of HESA Experience	Mean	SD
(N=8)	I gained specific skills from participating in the HESA program that I would otherwise have not achieved.	3.7	.46
	I feel participating in HESA made me a better student.	4.0	.00
	I felt more confident as a result of participating in the HESA program.	3.7	.46
	I felt supported and encouraged to continue the program by the ASEC/HESA staff	3.8	.35

### Levels & Models of Study

Certificate	0
Diploma	22
Bachelors	78
Masters	3
Model A (Online/Onsite)	40
Model B (Onsite)	63

### Nigeria Areas of Study



\*Data from sisters enrolled in ASEC partner institutions in Nigeria



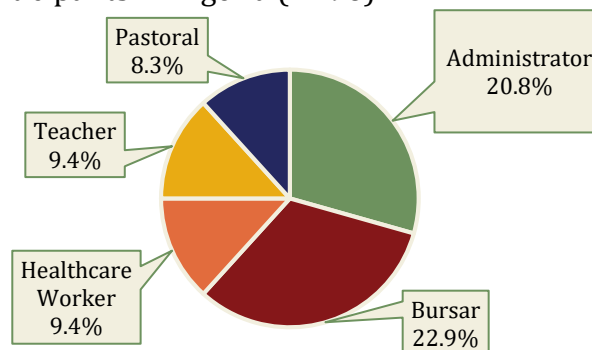
# SLDI 2018 Country Report

## Nigeria

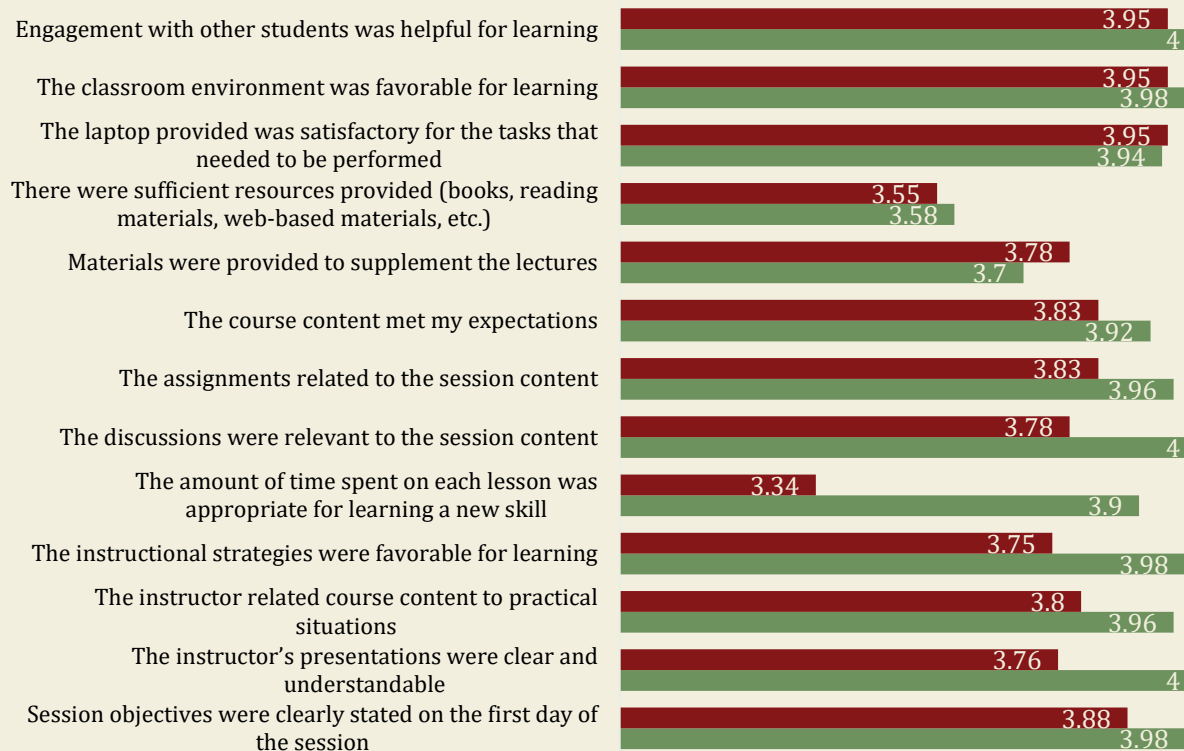
### Participant Overview

Phase I-III Participants (2007-15)	239
Phase IV Participants (2016-18)	113
Phase IV Graduates	91
Total Sisters Served Through SLDI Alone (2007-18)	352
Total Sisters & Superiors Served to Date	424
Total Congregations Served	57

**Bursars & Administrators** are the top two ministries among 2018 SLDI participants in Nigeria (N=96)



Overall, **Administration** (N=54) track mean scores were higher than **Finance** (N=41) track mean scores.



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

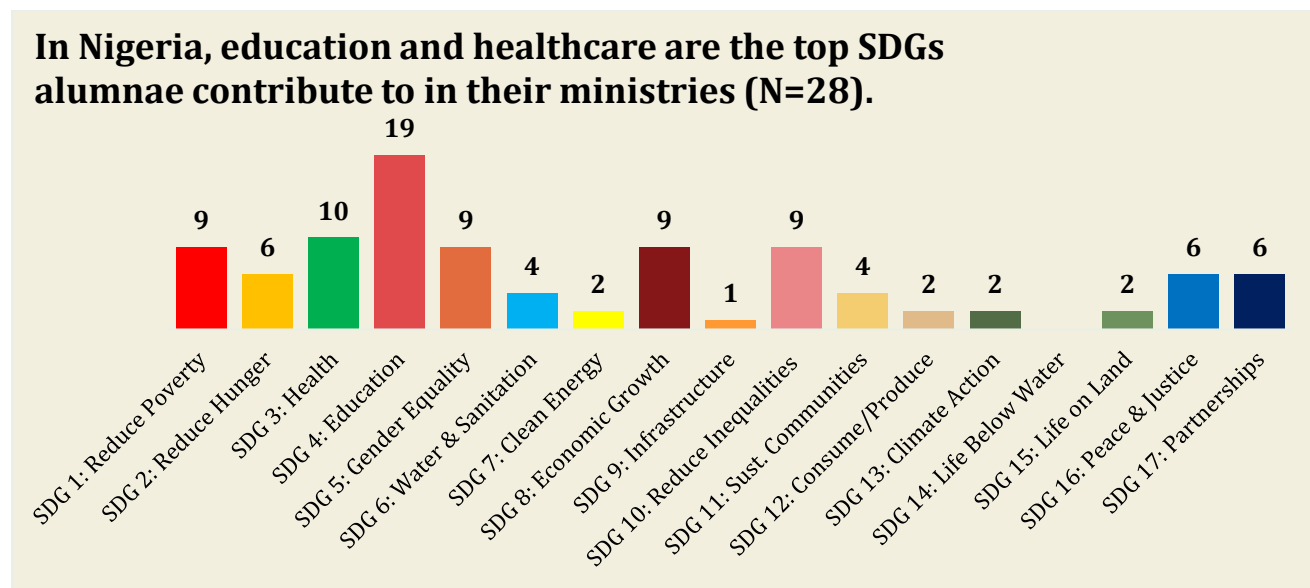
**Nigeria** \*One 2018 Alumnae Survey participant completed both SLDI & HESA

Personal & Professional Growth (N=28)	
Positively Changed Perception of Self	89.2%
Positively Changed Relationships	89.2%

Grant-Writing & Resource Mobilization	
Total Funds Secured: \$1,769,340 (Third highest amount of 9 ASEC countries) N=28 for all items below	
Wrote Grants Before SLDI	7.1%
Wrote Grants After SLDI	42.9%
Grants Successful Before SLDI ( 1 out of 1)	100%
Grants Successful After SLDI ( 12 out of 25)	48%
Act as a Resource Person on Grants	28.6%
Improved Fundraising Ability	64.3%
Improved Resource Mobilization Ability	60.7%
Improved Project Sustainability Ability	75%

Leadership Achievements (N=28)	
Received Leadership Position in her Ministry	78.6%
Increased Income	28.6%
Created a Strategic Plan	25%
Created a Financial Plan	14.3%
Mentoring Others	89.3%

Collaborative Partners (N=28)	Percentage of Alumnae Engaging in Collaboration
<b>Fellow Sisters</b>	53.6%
<b>Government</b>	10.7%
<b>NGOs</b>	28.6%
<b>Foundations</b>	0%
<b>Local Groups</b>	21.4%
<b>Diocese</b>	46.4%



Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 Country Report

## Nigeria

**Sr. Prisca Igbozulike**, SLDI Phase I, Administration Track  
Sisters of Notre Dame de Narmu

### *Leadership Achievements*

- Works as an Administrator at the St. Catherine of Siena Medical Centre, in Lagos State. She received an increase in income since she completed SLDI.
- Serves as Chairperson of congregational health commission, and served in different committees in the congregation.
- Mentored 32 people through group and individual sessions.
- As an Administrator managing and working with a men religious congregation, she reports that her experiences in SLDI Alumnae workshops have helped her to collaborate effectively with them

### *Grant-Writing & Resource Mobilization Achievements*

- Expanded services by adding more departments to the hospital and upgrading the clinic to hospital level.
- \$15,000 from Hilton Fund for Sisters to equip the Nursery ward.
- \$500 in monetary donations to benefit the Medical Centre.
- \$13,900 worth of in-kind donations consisting of medications and medical equipment, donated by Crown Agency.
- Used resource mobilization skills to have a group donate monthly to the hospital for the support of low-income patients. These donations help to settle some hospital bills for those who cannot pay.



Total  
Funding  
Secured:  
**\$29,400**

**Sr. Veronica Chibuzor Iloh**, SLDI Phase I, Finance Track  
Sisters of Jesus the Good Shepherd

### *Leadership Achievements*

- Sr. Veronica shared the [story of her work](#) for the ASEC website. She provides HIV/AIDS-focused outreach and education to people in Ebonyin state, southeastern Nigeria. She educates people about HIV transmission and prevention strategies. She also incorporates economic empowerment as a tool in the fight against HIV/AIDS. Some of the economic empowerment activities in which she engages people include:

microfinance assistance for the vulnerable households to engage in economic activities; vocational training for youth; life skills training; assistance in securing farm inputs to improve household food security; assisting vulnerable households secure property and inheritance rights; and constituting a village savings and loan association (VSLA). She has trained 250 community members in economic empowerment and plans to train more in the future.

- Sr. Veronica shared the impact of her work through the example of a woman she assisted. The woman was widowed and was left in poverty after her husband's death. Sr. Veronica assisted the woman with a donation and financial literacy training and now this woman fully supports her family through sales of ogbono seeds which are used to make soup. Sr. Veronica says of her work:

I cannot imagine anything else being as interesting, challenging, exhilarating, and rewarding as some of the jobs I have had. Plus, every now and again, things go right, and you walk away feeling that, for some people, in some places, the world is a better place because of something you did.

### Success Stories Reported in 2017

#### **Sr. Catherine Omokehinde Adelegan**, SLDI Phase I, Finance Track Sisters of St. Louis

##### *Grant-Writing & Resource Mobilization Achievements*

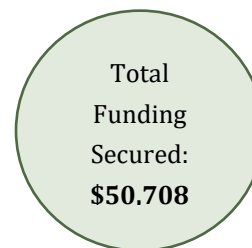
- \$45,045 from Manos Universidas to build classrooms in Ljio
- \$25,000 from Missio for the formation of SSL sisters
- \$10,000 from Missionary Sisters of St. Peter (Rome) for SSL convent renovations
- \$15,000 from Hilton Fund for Sisters for omputers for the SSL School located in Ibadan, Nigeria



#### **Sr. Paulina Gaiya**, SLDI Phase II, Administration Track Nigeria Missionary Sisters of Our Lady of Apostles

##### *Grant-Writing & Resource Mobilization Achievements*

- \$34,972 from the Bishops Conference of Italy and \$12,736 from community donations for borehole and irrigation system to be used for the school and village of Papiri to provide



water, improve hygiene, diminish diseases, and provide crop irrigation (2012); 150 served

- Secured 300 mattresses \$3000 value to be used by children within boarding school

**Sr. Augusta Christopher Nyong**, SLDI Phase I, Program Director Track  
 Order of Preachers

*Grant-Writing & Resource Mobilization Achievements*

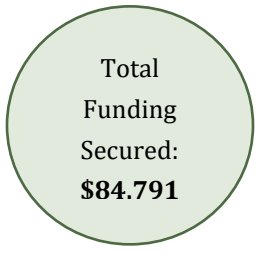
- \$10,000 from Hilton Fund for Sisters for Our Lady of Perpetual Help Project; Education for village children (2013-2014)
- \$25,000 from Sona Foundation for the purchase of the Dominican Sisters Novitiate Bus to ease transportation during pastoral outings (2014-2015); 1 employed, over 1,000 served.
- \$5,000 from Sierra Foundation and \$6,000 from Diocese of Augsburg, Germany



**Sr. Grace Uzoamaka Onah**, Phase III, Administration Track  
 Missionary Sister of Our Lady of the Holy Rosary

*Grant-Writing & Resource Mobilization Achievements*

- \$10,000 from Christian Human Service Foundation and \$15,000 from Hilton Fund for Sisters for shool equipment and children’s library
- \$10,000 from Loyola Foundation for purchase of used school bus for school
- \$28,421 from NLW & \$21,370 from World Mercy Fund for completion of 2nd floor of the school building



**Sr. Jose Maria Anyawu**, SLDI Phase I, Administration Track  
 Holy Family Sisters of the Needy

*Grant-Writing & Resource Mobilization Achievements*

- \$40,000 from Hilton Fund for Sisters for ultrasound machine in hospital. Sr Jose Maria remarked:  
 “The machine has improved healthcare in this hospital... it has been serving us well and has really improved the quality of our work as well raised the standard of our hospital.” ...I have



written an accountability report to the Hilton Foundation after the execution of the project ... I also, have some exchange visits to some of my colleagues who come to see how the machine works ... it is becoming a learning moment.”

**Sr. Clare Abisola Adelakun**, SLDI Phase II, Finance Track  
 Daughters of the Holy Spirit

*Leadership Achievements*

- Presently, she is serving as the ASEC Programs Coordinator of Nigeria. Her primary interest is in Team Building, Business Awareness, Communication & Interpersonal Skills, Influencing & Negotiation Skills, and Collaborating Ideas.
- Received additional leadership training in Nonprofit Management (2016).

*Grant-Writing & Resource Mobilization Achievements*

- Assisted with and wrote grants amounting over \$54,000 to construct a building that serves as a center for SLDI trainings, Nigerian Conference of Women Religious trainings, and other events.



**Sr. Florence Emurayeveya**, SLDI Phase I, Project Directors Track  
 Sisters of the Eucharistic Heart of Jesus

*Leadership & Academic Achievements*

- Sr. Florence is the second recipient of the Center for Applied Research in the Apostolate (CARA)-ASEC Visiting Scholar Fellowship. Sr. Florence has a BS in Economics/Adult Education from the University of Benin and received her Masters in Education in 2010 from the University of Lagos, both in Nigeria.
- She has been the Project Manager of EHJ for 12 years and has been changing lives through grant writing and efficient supervision of projects. She has been an active alumna of SLDI.
- As part of the Visiting Scholar program Sr. Florence plans to work on her proposed research topic regarding, "the impact of statistical records and information management on the overall performance of women religious services in Lagos State."

# HESA 2018 Country Report

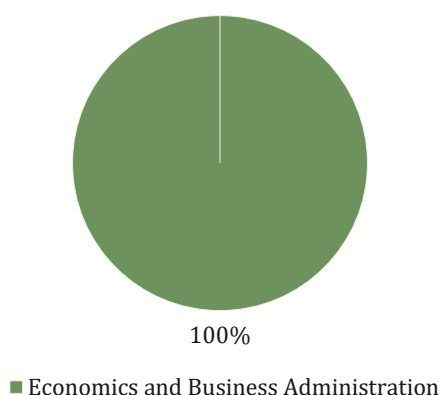
## South Sudan

**Partners:** Catholic University of South Sudan (CUSS)  
**Cohorts:** 9C1

### Enrollment Overview

Total Sisters Served	2
Currently Enrolled	0
Graduates	2
Withdrawals	0
Deferments	0
SLDI Alums	0
ASEC Scholarship Alums	0
Total Congregations Served	1

### South Sudan Areas of Study



### Levels & Models of Study

Certificate	0
Diploma	0
Bachelors	2
Masters	0
Model A (Online/Onsite)	0
Model B (Onsite)	2

\*Data from sisters enrolled in ASEC partner institutions in South Sudan

**Note:** Recruitment to the Catholic University of South Sudan (CUSS) continues to be a challenge because of political instability and conflict within the country. Gaining independence in 2011, South Sudan is the world's youngest country. Since the inception of HESA in 2013, recruitment to CUSS has been a barrier, primarily because of a civil war between 2013 and 2015, which displaced 2.2 million people. Although a peace deal was reached in 2015, to end the civil war, an outbreak of violence returned in July 2016 with the return of the opposition leader; he has since returned to exile. Furthermore, in February 2017, the UN declared a famine in South Sudan as the result of civil and economic collapse. Recruitment notices were sent for CUSS for August 2016, Year 1, August 2017, year 2, August 2018, year 3 intakes; however, no applicants were received. In order to better support sisters in South Sudan, they were recruited to enroll at colleges/universities in Kenya. Travel within the country can be difficult and safety of the sisters attending CUSS and HESA workshops was a concern. ASEC acknowledges the need for HESA in South Sudan and will continue to serve the country despite challenges.



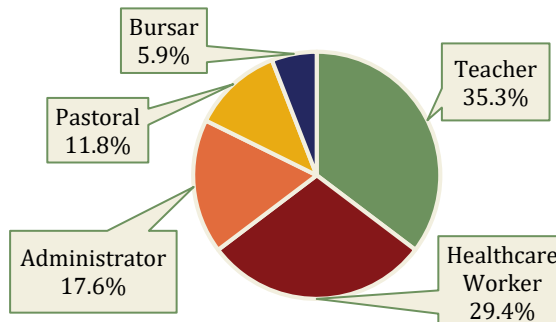
# SLDI 2018 Country Report

## South Sudan

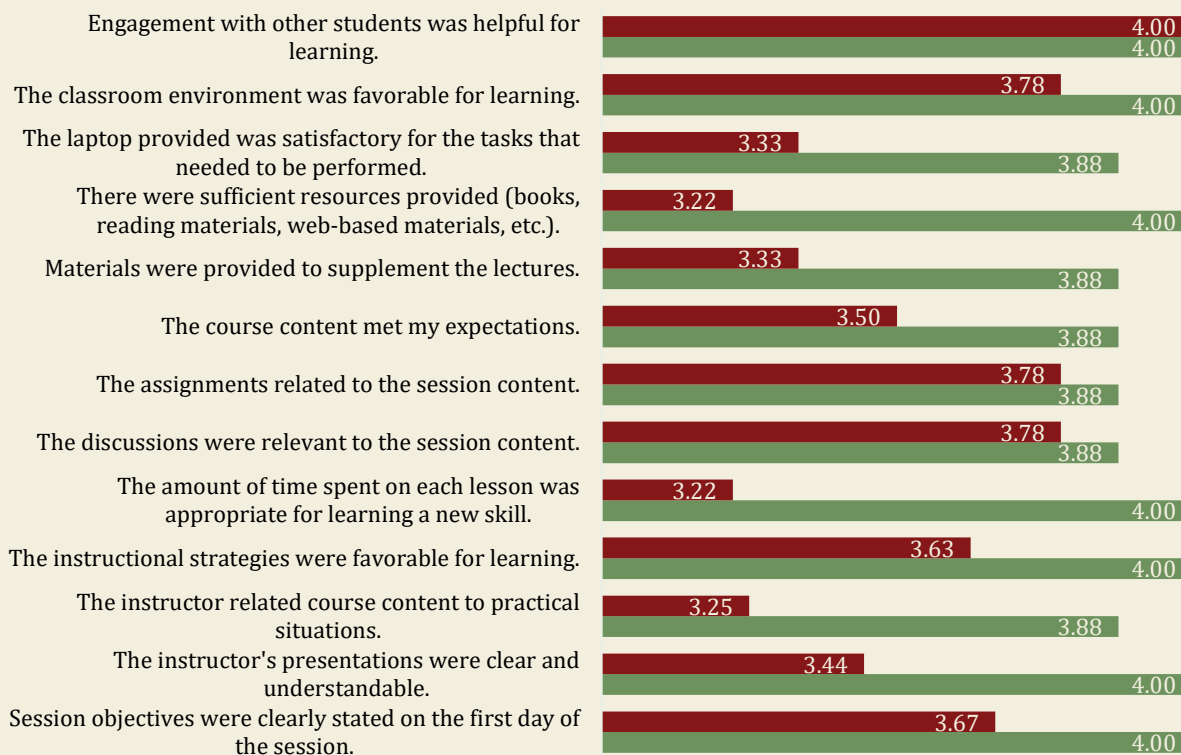
### Participant Overview

Phase I-III Participants (2007-15)	16
Phase IV Participants (2016-18)	44
Phase IV Graduates	22
Total Sisters Served Through SLDI Alone (2007-18)	60
Total Sisters & Superiors Served to Date	68
Total Congregations Served	20

**Teacher and Healthcare Worker** are the top two ministries among 2018 SLDI participants in South Sudan (N=17).



**Administration** track (N=8) mean scores were higher than **Finance** track mean scores (N=9).



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

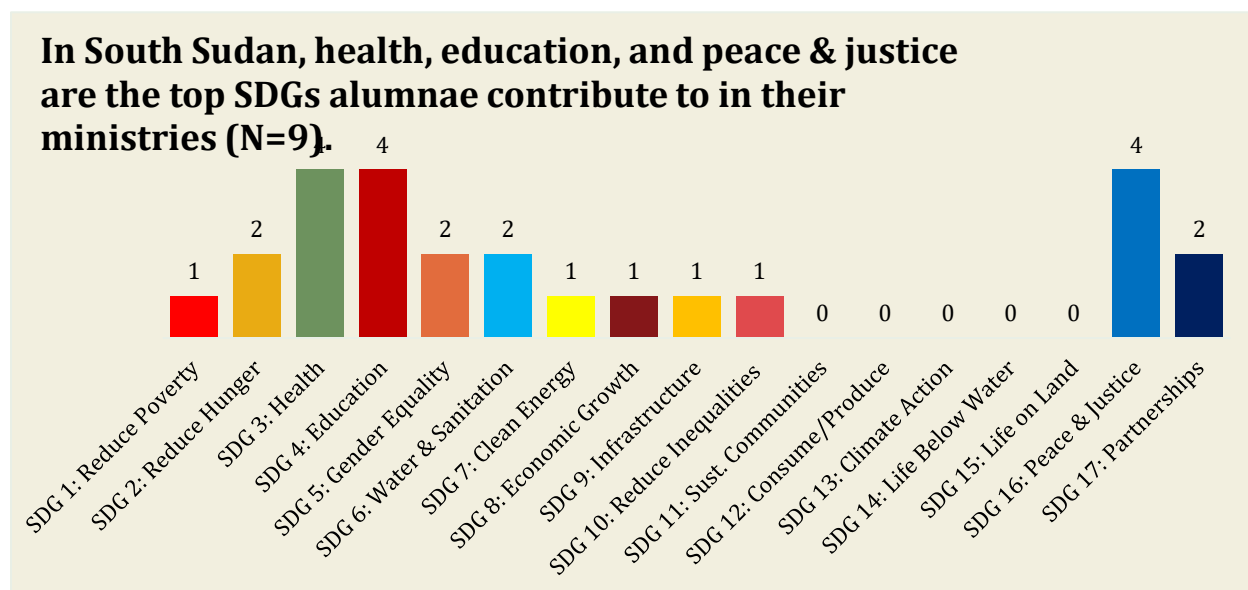
**South Sudan** \*Only SLDI (no HESA) alumnae completed the 2018 Alumnae Survey

Personal & Professional Growth (N=9)	
Positively Changed Perception of Self	100%
Positively Changed Relationships	88.9%

Grant-Writing & Resource Mobilization	
Total Funds Secured: \$329,162 (Eighth highest amount of 9 ASEC countries) N=9 for all items below	
Wrote Grants Before ASEC	88.9%
Wrote Grants After ASEC	66.7%
Grants Successful Before SLDI	--
Grants Successful After SLDI (20 out of 32)	62.5%
Act as a Resource Person on Grants	33.3%
Improved Fundraising Ability	77.8%
Improved Resource Mobilization Ability	77.8%
Improved Project Sustainability Ability	88.9%

Leadership Achievements (N=9)	
Received Leadership Position in her Ministry	88.9%
Increased Income	22.2%
Created a Strategic Plan	44.4%
Created a Financial Plan	55.6%
Mentoring Others	88.9%

Collaborative Partners (N=9)	Percentage of Alumnae Engaging in Collaboration
Fellow Sisters	33.3%
Government	0%
NGOs	11.1%
Foundations	33.3%
Local Groups	11.1%
Diocese	11.1%



Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 **Country Report**

## **South Sudan**

**Sr. Florence Drijaru**, SLDI Phase IV, Finance track  
Sisters of the Sacred Heart

### *Leadership Achievements*

- Sr. Florence shared her story with ASEC and it can be read [here](#). However, some highlights of the story appear in the bullet points below.
- Sr. Florence works in the Amuru District in Northern Uganda, bordering South Sudan, where nurses are in very short supply. Sr. Florence Drijaru is one of the few available nurses to care for the sick. In fact, Sr. Florence works in a clinic that consists of herself and one other nurse. Together they are the cleaners, clinicians, dispensers, accountants and health educators from Monday to Saturday. It is difficult for the clinic to afford staff for two reasons; (1) it is a very small health center and (2) many of the patients cannot afford to pay for treatment.
- When she began working at the clinic, Sr. Florence learned that she would have to do much more than care for patients. She would also have to care for the activities on the clinic's account. However, there was a big problem. "I had little knowledge about accounts," said Sr. Florence. Through SLDI, Sr. Florence learned to keep records of account, spend in an organized way, and evaluate the accounts by looking at income and expenditures. She has been able to buy the clinic drugs that are so expensive that Government Hospitals are not able to provide for the patients.
- Sr. Florence's skills can be illustrated through the case of a mother who brought in her three month old baby with a 103 degree fever. The baby had malaria. Sr. Florence immediately gave first aid tepid sponging to reduce the child's fever. Once the fever went down, she was able to counsel the mother on how she would be able to better care for the child in its condition. "The knowledge I got from ASEC is what helped me to counsel the mother and encourage her to finish the child's treatment," said Sr. Florence. "Therefore, I was able to educate the mother on health in a more efficient way."

**Sr. M. Antonietta Walea Kiiza**, SLDI Phase III, Finance track  
 Sisters of the Sacred Heart of Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$10,000 from Comboni Missionaries of N. America and \$1000 in local donations for a borehole drilling project to provide clean water. Another SLDI alumna, Sr. Mary Faida assisted Sr. Antoniette in writing the grant proposal to Comboni Missionaries.
- \$5000 from School Sisters of Notre Dame for sensitization about gender equality and the importance of girl child education. Also to raise awareness about the impact of negative cultural values on the girl child.

Total Grant  
 Funding  
 Secured:  
**\$16,000**

**Success Stories Reported in**  
**2017<sup>1</sup>**

**Sr. Mary Faida**, SLDI Phase III, Administration  
 track Sisters of the Sacred Heart of Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$31,213 from Aid to the Church in Need for a vehicle from for use in her congregation.
- \$9,000 from Koch Foundation, \$7,000 from Comboni Missionaries, and \$5000 in donations to develop and provide trauma-informed formation to sisters in South Sudan who experienced the civil war. Donations will help sustain the program into the future.
- \$12,000 from various Religious Institutes which were intended to cover the costs for a sister in need of a kidney transplant. Unfortunately, that sister passed before receiving the transplant but Sr. Mary successfully negotiated that those funds be used for sick sisters in the future.
- \$8,700 from Catholic Relief Services South Sudan to repair of the congregation's solar power system.
- Sr. Mary's comments on her grant-writing success: "All the proposals I wrote was

Total Grant  
 Funding  
 Secured:  
**\$164,267**

<sup>1</sup> Some stories reported in 2017 have been updated, including Sr. Mary Faida and Sr. Helen Doru.

[sic] after the ASEC/SLDI training. I had no idea about the proposal writing or fund raising before. I'm really very grateful for the knowledge I have acquired."

- In 2018 reporting: \$15,000 from Sisters of Notre Dame (affiliated with Solidarity for South Sudan), \$124 from in-kind donation and \$10,000 from Comboni Missionary Fathers-North America for funds to hold a chapter delegate meeting of her congregation.
- Also in 2018 reporting: \$39,160, \$24,000, and \$3070 all from Aid to the Church in Need for supplies for the solar system, construction of wall fence for security, and laundry for washing clothes.
- Sr. Mary assisted Sr. Antoinette Kiiza with a successful grant proposal to Comboni Missionaries for \$10,000.

**Sr. Mary Daniel Abut**, SLDI Phase III, Administration  
 track Sisters of the Sacred Heart of Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$37,252 from the Church in Need for a vehicle for use in pastoral work, youth programs, and kindergarten school, helping purchase school stationery and getting children to health center when sick.
- \$12,000 from Church in Need to assist sick sisters.

Total Grant  
 Funding  
 Secured:  
**\$49,252**

**Sr. Helen Doru**, SLDI Phase III, Web Design  
 track Sisters of the Sacred Heart of Jesus

*Grant-Writing & Resource Mobilization Achievements*

- \$32,316 (value of in-kind donation) from Missio-Postfach for a vehicle for pastoral work with internally displaced individuals, youth, schools, hospitals, and prison.
- \$3,000 from FSC Foundation for a feeding Program for Vulnerable Children at Sacred Heart School to end hunger during classes, retain children in school, and help provide quality education.
- In 2018 reporting: \$12,327 from Missionzentrale and \$6000 from Franciscan Mission Outreach (USA) for a Feeding program to end hunger during classes, retain children in school, help provide quality education. The program helps vulnerable and marginalized children in the school--as due to the continuous war/conflicts and hunger many school age children drop out.

Total Grant  
 Funding  
 Secured:  
**\$56,143**

- Also in 2018 reporting: \$2500 from Comboni Missionaries-Germany for provision of beds and bedding for Novitiate.

*Leadership Achievements*

- Served as interim ASEC Country Director for South Sudan in 2016.

# HESA 2018 Country Report

## Tanzania

**Partners:** Catholic University of Health and Allied Sciences (CUHAS), Mwenge University College of Education (MWUCE) in Moshi, Saint Augustine University of Tanzania (SAUT)  
**Cohorts:** 3C1, 3C2, 3C3, 3C4, 3C5, 3C1MA, 3C2MA, 20C1, 20C2, 21C1, 21C2

<b>Orientation Workshop</b>		<b>Mean</b>	<b>SD</b>
<b>Onsite (N=38)</b>	It was easy to attend the Orientation sessions.	3.8	.50
	The amount of time spent on each topic was appropriate for learning a new skill.	3.7	.58
	The environment was favorable for learning.	3.8	.50
	The Orientation met my expectations.	3.9	.48
	I have a better understanding of my role and responsibilities as a HESA student.	3.9	.48

<b>Reflective Learning Workshop</b>		<b>Mean</b>	<b>SD</b>
<b>(N=128)</b>	It was easy to attend the Reflective Learning Workshop.	3.7	.43
	The open discussion related to the program allowed me to express my concerns.	3.8	.34
	The workshop content met my expectations.	3.9	.19

<b>End of HESA Experience</b>		<b>Mean</b>	<b>SD</b>
<b>(N=6)</b>	I gained specific skills from participating in the HESA program that I would otherwise have not achieved.	3.8	.40
	I feel participating in HESA made me a better student.	3.8	.40
	I felt more confident as a result of participating in the HESA program.	4.0	.00
	I felt supported and encouraged to continue the program by the ASEC/HESA staff.	3.8	.40

\*Data from sisters enrolled in ASEC partner institutions in Tanzania

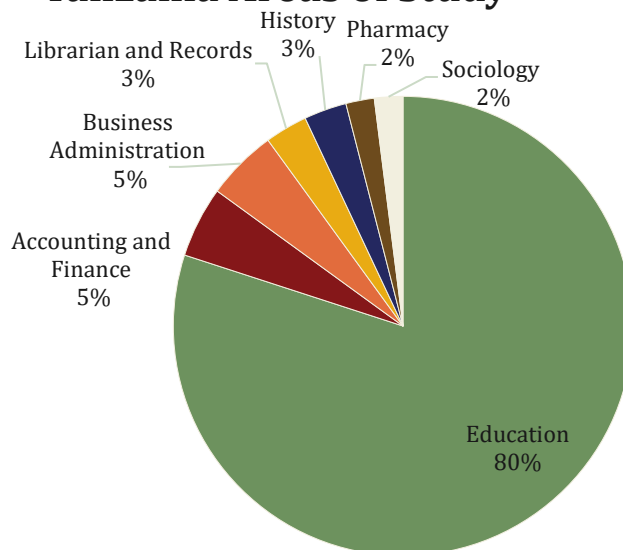
### Enrollment Overview

Total Sisters Served	86
Currently Enrolled	72
Graduates	13
Withdrawals	1
Deferments	0
SLDI Alumnae	4
ASEC Scholarship Alumnae	20
HESA Alumnae	2
Total Congregations Served	40

### Levels & Models of Study

Certificate	0
Diploma	12
Bachelors	57
Masters	17
Model A (Online/Onsite)	0
Model B (Onsite)	86

### Tanzania Areas of Study





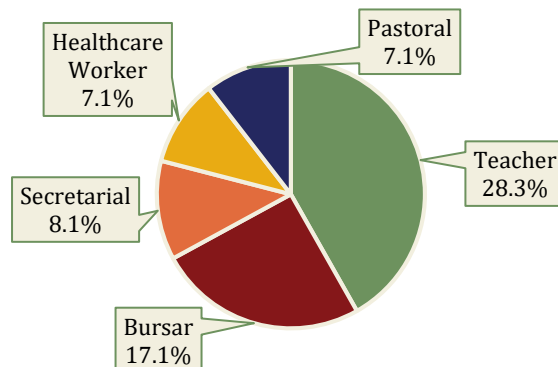
# SLDI 2018 Country Report

## Tanzania

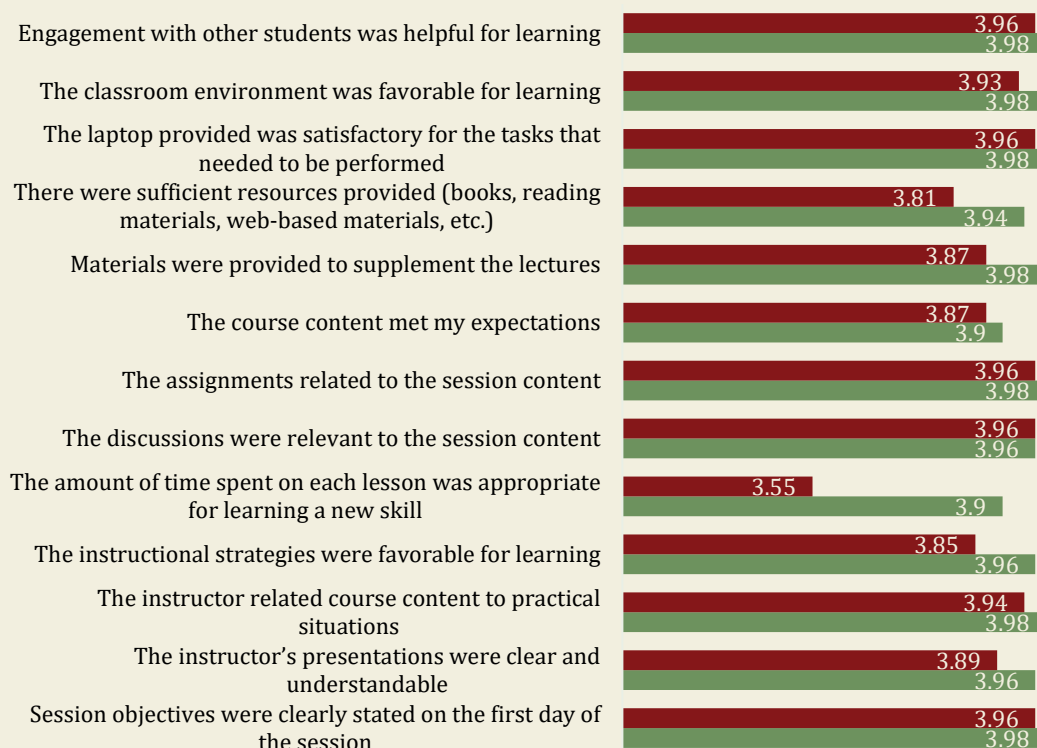
### Participant Overview

Phase I-III Participants (2007-15)	255
Phase IV Participants (2016-18)	110
Phase IV Graduates	99
Total Sisters Served Through SLDI Alone (2007-18)	365
Total Sisters & Superiors Served to Date	411
Total Congregations Served	65

**Teacher and Bursar** are the top two ministries among 2018 SLDI participants in Tanzania (N=99)



Although mean scores between **Administration** (N=52) and **Finance** (N=47) tracks were close, Administration scores were higher overall.



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

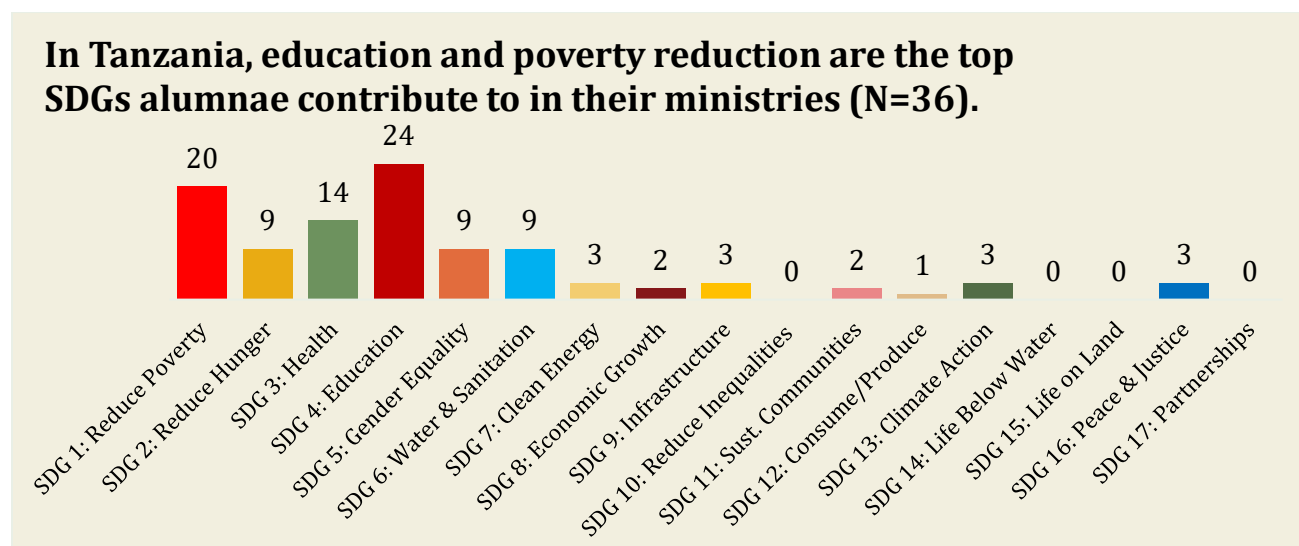
## Tanzania

Personal & Professional Growth (N=36)	
Positively Changed Perception of Self	72.2%
Positively Changed Relationships	83.4%

Grant-Writing & Resource Mobilization	
Total Funds Secured: \$1,399,206 (Fifth highest amount of 9 ASEC countries) N=36 for all items below	
Wrote Grants Before ASEC	0%
Wrote Grants After ASEC	44.4%
Grants Successful Before SLDI	--
Grants Successful After SLDI (13 out of 37)	35.1%
Act as a Resource Person on Grants	19.4%
Improved Fundraising Ability	30.6%
Improved Resource Mobilization Ability	55.6%
Improved Project Sustainability Ability	55.5%

Leadership Achievements (N=36)	
Received Leadership Role in her Ministry	72.2%
Increased Income	19.5%
Created a Strategic Plan	30.6%
Created a Financial Plan	22.2%
Mentoring Others	47.2%

Collaborative Partners (N=36)	Percentage of Alumnae Engaging in Collaboration
Fellow Sisters	19.4%
Government	5.6%
NGOs	11.1%
Foundations	0.0%
Local Groups	5.6%
Diocese	19.4%



Alumnae can select up to 3 goals they work towards in their ministries

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# Success Stories 2018 Country Report

## Tanzania

**Sr. Suzan Benedict**, SLDI Phase III, Administration track  
Sisters of the Cross of Chavanod

### *Leadership Achievements*

- Sr. Suzan works as a Headmistress of the Holy Cross Pre and Primary school and when she took up this role after SLDI, the school was struggling. There were a shortage of teachers, a lack of important offices and a school dining hall and low student registration. Sr. Suzan says in her own words: “What amazed to the teachers, is the ability and strong spirit we [she and her Asst. Headmistress who also completed SLDI] had to accomplish all the administrative accountability with a highly performance. One day when we had a meeting teachers wished to know if we are master degree holder. They said; ‘you (sisters) should have a master degree holder because of the well-organized meeting with effective commanding language that the meeting conducted effectively. Congratulation sisters.’ We looked up and down and thanks God who is the provider of everything. We were very clear, that what is assisting us much is the SLDI course we attended and graduated in 2015.” Sr. Suzan shared some of the other ways SLDI impacts her work:
- “Very strong confidence and competent skills of speaking in front of people and conducting any school activities. In this aspect we are able to solve all problems happening at school.
- The capacity building: we managed to supervise the construction of school hall and other basic buildings. This has been possible through fundraising and parent’s motivation that we were able to accumulate enough funds for various activities.
- Availability of competent and permanent teachers and auxiliary workers. This is due to the smoothness of the well-organized daily schedules, good leadership with an effective communication and convinced language.
- The increase of students: This may seem like a dream that currently there are so many students wished to join Holy Cross Pre and Primary school and we don’t accept them because of limited number of classrooms we had which formally was not function in this way.
- We have managed to increase a little income to our community
- Efficient and concrete financial report, that Sr. Fides [Assistant Headmistress] is preparing to the government. This provides a good image to our school and the congregation at large.”

**Sr. Felista Mkulia**, SLDI Phase II, Finance track  
African Benedictine Sisters of Our Lady Help of Christians

*Leadership Achievements*

- After graduating from SLDI, Sr. Felista became a project coordinator of the congregation. Prior to SLDI she performed domestic and farming work. She has also worked for three years now as an accountant and supervisor of the Bethania House/Hostel project. In addition, she has established small projects for pigs in Bagamoyo, a small shop where the congregations sell their products such as meat and sausage, and a restaurant which assists in earning some funds for the development of the congregation's centre.
- Her current duties include financial management, grant-writing, supervision of the house/hostel and small initiated projects such as the canteen, and pig and farm projects.

*Grant-Writing & Resource Mobilization Achievements*

- She serves as a grant-writer for the congregation.
- Received \$10,000 from Koch Foundation for the construction of an orphans' school. She began the school with 20 children and the school has expanded to now accommodate 60 children.
- She has worked on construction of biogas using local materials which is helping the congregation's small projects in the canteen and serving the sisters' house. She also assisted a fellow sister, Sr. Angela Massawe of the Salvatorian Sisters to gain knowledge and constructed the same biogas using local materials.
- She submitted a proposal to the Hilton Fund for Sisters to help the orphans further their studies, which was not funded but she was advised to write a proposal for furniture and equipment for the school.

**Sr. Mary Joseph and Sr. Ernesta Kagendo**, SLDI Phase III, Administration track  
Nazareth Sisters of the Annunciation

*Leadership Achievements*

- Sr. Mary and Ernesta shared: "The Nazareth sisters Holy Family pre-primary and primary school is a new project [initiated to serve] deprived and vulnerable children. This project is located in Lusako - Fukayosi ward, Bagamoyo district, which is a coastal Region of Tanzania. ...About 88% of the people in this ward are poor and illiterate. When the sisters settled here in January 2014, villagers brought some children and requested their children to be given some lessons for they associate sisters with health and education. The sisters had no intention of starting a school so soon; however they

accepted to take up this challenge. Since there was no classroom they built a temporary grass thatched hut which served as a classroom.

In January 2015 Holy Family pre-primary and primary school opened officially and thirteen children were enrolled on the first day. By the end of the week there were twenty two children. The learning continued very well. By the end of the year we were able to register 42 children teaching outside the small hut. ...Now we have six classrooms staff room and the reception with the head teacher’s office. ... In conclusion all these which has taken place has come up as a result of what the sisters learn from the SDLI course. This helped us to attain knowledge, skills and courage to face the realities of life in the ministry. The course enabled us to gain confidence and determination.”

- Sr. Mary and Ernesta commented on their work: “Being in a new mission where majority of the people are Muslims and pastoralists we have encountered many challenges in our evangelization and almost to lose hope. When we look back to the lesson of the servant leadership of Christ ‘who came to serve not to be served’ whose footsteps we follow we feel energized.”

*Grant-Writing & Resource Mobilization Achievements*

- Sr. Mary Joseph was able to obtain funding to help provide clean water for the school. She comments: “The knowledge and skills I got in SLDI particularly project writing assisted me to write a grant proposal to Hilton fund for sisters. The money obtained I drilled a borehole and currently we had enough water for both domestic and animal uses. ...Children are able to access water and understand the meaning of hygiene. The toilets and classes are clean and the domestic animals are catered for very well. Much has been saved from not buying water.”

**Success Stories Reported in 2017<sup>1</sup>**

**Sr. Basilisa Degera Jacob**, SLDI Phase II, Administration track  
 Pallottine Missionary Sisters

*Grant-Writing & Resource Mobilization Achievements*

- \$63,632 from Porticus for construction of a library and computer laboratory to be used by students; 30 employed, over 600 served.



<sup>1</sup> Some stories reported in 2017 have been updated, for Tanzania this includes Sr.

**Sr. Benedicta Anselm**, SLDI Phase I, Administration track  
 Evangelizing Sisters of Mary

*Grant-Writing & Resource Mobilization Achievements*

- \$6,575 from the Hilton Fund for Sisters for empowerment seminar for women on home management and self-reliance (2012); 21 employed, 300 women served. Project ran 2012 June-December
- \$37,260 from United Nation Development Program for solar pumping water station to provide water to the community (2009-2011); 30 employed, 3,815 served
- \$18,630 from Kinder Mission for construction of three classrooms at the Zinga Bagamoyo (2009); 24 employed, 600 children served
- \$13,123 from Aid to the Church in Need to complete the sisters' chapel, which will serve the student sisters studying at St. Augustine University of Tanzania



**Sr. Assinta Massawe**, SLDI Phase I, Project Directors track  
 Franciscan Capuchin Sisters-Burka

*Grant-Writing & Resource Mobilization Achievements*

- \$16,220 from Missio Aachen for sunflower press to help people who are producing sunflower to press the seeds for oil for them and prepare for sale
- \$20,126 from Sticking Porticus for Catechist Education Paris project: Educate catechists in Parish level; 53 Catechists; 9 teachers
- \$117,409 from Dorothea Sisters in Holland for construction of classrooms
- \$20,855 from Missio Aachen for running a catechetical center



**Sr. Eutropia Nduye**, SLDI Phase I, Administration track  
 Franciscan Sisters of Charity

*Grant-Writing & Resource Mobilization Achievements*

- \$20,000 from the Hilton Fund for Sisters & \$14,943 from MIVA Austria, for an ambulance
- \$15,000 from the Hilton Fund for Sisters for vanilla farming to increase income and improve employment



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among the local people

**Sr. Florida Kaigalula**, SLDI Phase III, Finance track  
Daughters of Our Lady of Perpetual Help

*Educational & Leadership Achievements*

- After SLDI, Sr. Florida went on to benefit from ASEC's Scholarship program and is enrolled in a two-year diploma course in Accountancy. In her own words, she comments:

"The knowledge I got from the finance course shaped my capability of working. I became more efficient, confidence and competent in performing various responsibilities. Soon after completing the course I was upgraded and became a project coordinator of the congregation.

This accountability gave me a very good experience to work with different organization within the country and abroad. Economically, it uplifted the sustainability development of our congregation and the people I was serving. It again created the opportunity to me becoming in charge of the Centenary Pastoral Centre in Bukoba Catholic Diocese. Actually it is a great pleasure to serve different people, helping the needy and become a focal point in solving social, economic and spiritual calamities encountered the society.

Education is the fundamental of higher performance and high productivity. It is through education that am motivated and empowered to use the acquired skill to meet my desire of serving God globally. I achieved this realization because of the knowledge obtained in SLDI - finance course and two years programs respectively. My further anticipation is to continue empowering African girls, women and entire society at large with confidence, competence and integrity.

Whenever we manage to empower a woman we likely have the opportunity to influence development and eradicating poverty in Tanzania. Readers, writers and all the impressed people of development wake up! Let's join together to support women and girls towards economic expansion."

**Sr. Priscah Muthoni**, SLDI Phase II, Administration track  
Holy Cross Sisters of Chavanod

*Leadership Achievements*

- Sr. Priscah Muthoni, and conducted an interview with her. Sr. Priscah is Headmistress at the Holy Cross Nursery & Primary School, which as of January 2017 was #1 in the district, #6 in the region (Dar es Salaam) and #58 in the nation, based on school exam scores.



### *Grant-Writing & Resource Mobilization Achievements*

- Sr. Priscah has been very successful in engaging the parents of students in fundraising efforts. She and her predecessors have raised approximately 59 million Tanzanian shillings (about \$26,400) from parents to construct 7 buildings for the school compound, among other smaller projects. The school also received a \$15,000 grant from the Koch foundation to build a dining room.

Total Grant  
Funding  
Secured:  
**\$41,400**

# HESA 2018 Country Report

## Uganda

**Partners:** St. Francis Hospital Nsambya Training School, University of Kisubi (UniK), Uganda Martyrs University (UMU), Marywood University, Rosemont College  
**Cohorts:** 1C1, 1C2, 1C3, 1C4, 1C5, 1C6, 1C7, 6C1, 6C2, 6C3, 6C4, 6C5, 6C1MA, 6C2MA, 6C3MA, 16C2, 22C1, 22C2, 23C1, 23C2, 23C1MA, 23C2MA, 23C3MA

	Orientation Workshop	Mean	SD
<b>Online (N=20)</b>	The course content was related back to practical situations.	3.8	.41
	The environment was favorable for learning.	3.8	.52
	The amount of time spent on each lesson was appropriate for learning a new skill.	3.5	.60
	The course content met my expectations.	3.7	.47
<b>Onsite (N=47)</b>	It was easy to attend the Orientation sessions.	3.9	.14
	The amount of time spent on each topic was appropriate for learning a new skill.	3.4	.49
	The environment was favorable for learning.	4.0	.00
	The Orientation met my expectations.	3.9	.24
<b>(N=312)</b>	I have a better understanding of my role and responsibilities as a HESA student.	4.0	.00
	<b>Reflective Learning Workshop</b>	<b>Mean</b>	<b>SD</b>
	It was easy to attend the Reflective Learning Workshop.	3.8	.43
	The open discussion related to the program allowed me to express my concerns.	3.7	.53
	The workshop content met my expectations.	3.8	.50

### Student Orientation General Comments:

This orientation was helpful to me because I learnt more on ASEC-HESA organization I had not known about it before. Through this orientation I was empowered by the provision of a laptop which will help me in carrying out research for academic excellence, I attained study skills and team spirit.

### Suggested Future Workshop Topics:

Conflict management, communication skills, computer technology, vocation & calling, academic research writing, professionalism, life skills and sex education.

\*Data from sisters enrolled in ASEC partner institutions in Uganda

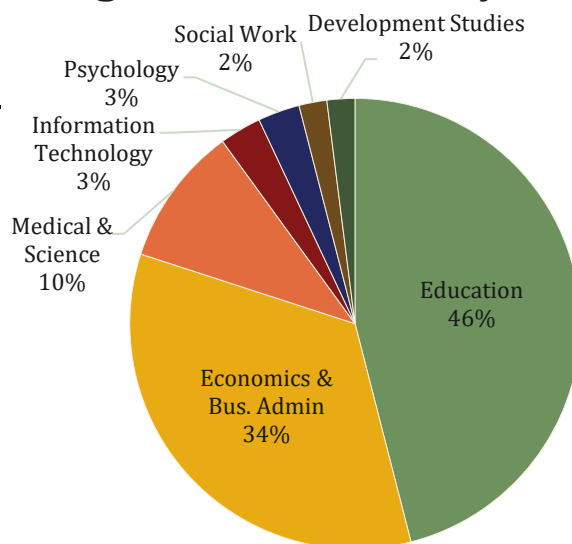
## Enrollment Overview

Total Sisters Served	160
Currently Enrolled	149
Graduates	7
Withdrawals	4
Deferments	1
SLDI Alumnae	17
ASEC Scholarship Alumnae	0
HESA Alumnae	0
Total Congregations Served	34

## Levels & Models of Study

Certificate	0
Diploma	12
Bachelors	87
Masters	61
Model A (Online/Onsite)	36
Model B (Onsite)	124

## Uganda Areas of Study



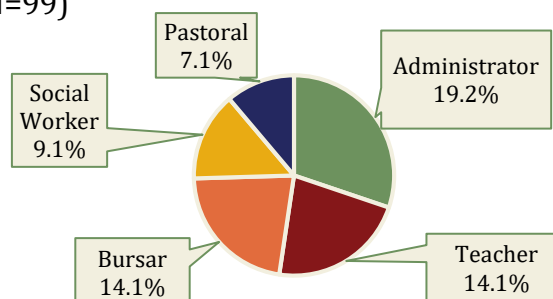
# SLDI 2018 Country Report

## Uganda

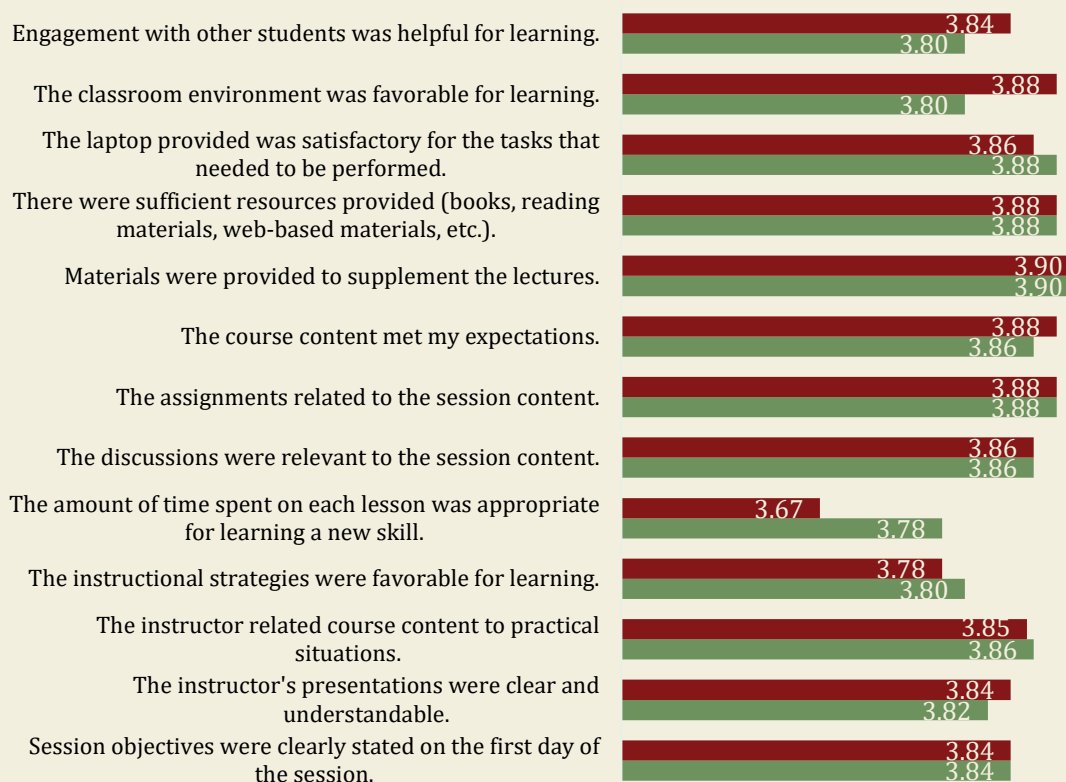
### Participant Overview

Phase I-III Participants (2007-15)	237
Phase IV Participants (2016-18)	117
Phase IV Graduates	96
Total Sisters Served Through SLDI Alone (2007-18)	354
Total Sisters & Superiors Served to Date	438
Total Congregations Served	65

**Administrators, Teachers & Bursars** are the top three ministries among 2018 SLDI participants in Uganda (N=99)



Scores among the **Administration** (N=50) and **Finance** (N=49) track workshops were comparable, although time allotted for learning was rated lower than the other items.



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

**Uganda** \*Among the 2018 Alumnae Survey participants, 4 participated in both the SLDI and HESA programs.

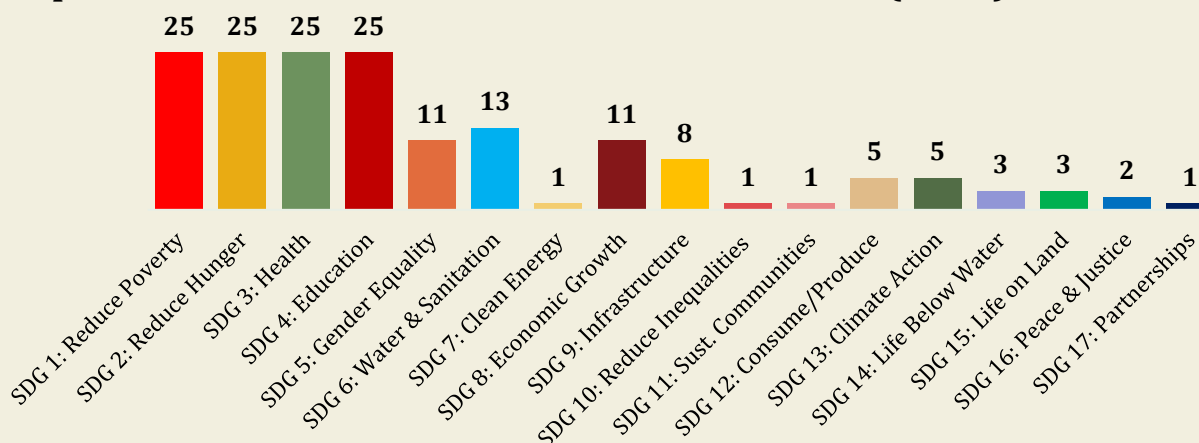
Personal & Professional Growth (N=59)	
Positively Changed Perception of Self	99.9%
Positively Changed Relationships	98.3%

Grant-Writing & Resource Mobilization	
Total Funds Secured: \$1,225,556 (Sixth highest amount of 9 ASEC countries) N=59 for all items below	
Wrote Grants Before SLDI	32.2%
Wrote Grants After SLDI	61%
Grants Successful Before SLDI ( 22 out of 59)	37.3%
Grants Successful After SLDI ( 29 out of 142)	20.4%
Act as a Resource Person on Grants	42.4%
Improved Fundraising Ability	84.8%
Improved Resource Mobilization Ability	86.5%
Improved Project Sustainability Ability	67.8%

Leadership Achievements (N=59)	
Received Leadership Role in her Ministry	91.5%
Increased Income	44.1%
Created a Strategic Plan	33.9%
Created a Financial Plan	40.7%
Mentoring Others	71.2%

Collaborative Partners (N=59)	Percentage of Alumnae Engaging in Collaboration
<b>Fellow Sisters</b>	10.2%
<b>Government</b>	11.9%
<b>NGOs</b>	1.7%
<b>Foundations</b>	11.9%
<b>Local Groups</b>	11.9%
<b>Diocese</b>	20.3%

**In Uganda, poverty, hunger, health and education are the top SDGs alumnae contribute to in their ministries (N=59).**



Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 **Country Report**

## Uganda

**Sr. Mary Sarah Chandiru**, HESA Phase I, University of Kisubi  
 Missionary Sisters of Mary Mother of the Church

*Grant-Writing Achievements*

- Aid in Need (grant) \$6,780  
 Received a grant to fund a retreat for 126 sisters of the Missionary Sisters of Mary Mother of the Church congregation



**Sr. Jane Idranyia**, SLDI Phase I, Finance track  
 Missionary Sisters of Mary Mother of the Church

*Grant-Writing & Resource Mobilization Achievements*

- \$113,903 from Cordaid, \$129 from CAFOD and Agha Khan sent a volunteer for an Integrated Community Development Program that focuses on gender, livelihoods, emergency response, etc. There was a meeting with several donors regarding this project.
- \$10,542 from Franciscan Brothers for the Mary Mother of the Church Integrated Services, which helps to eradicate poverty through income generating activities.
- \$8,544 from Comboni Missionaries
- \$1,953 from Trocaire to enhance community health through medicinal tree planting
- \$5,442 from Cordaid to purchase of drugs for health center
- She is seeking to construct a multipurpose center for the community—there are many school dropouts and the community needs assistance. She also reviews project proposals for other sisters and staff. She helps her staff to budget and has helped community members to budget also. She says she looks at issues more strategically now, long-term.
- Her auditors asked her where she got her skills because she was at the level of a degree holder.



*Leadership Achievements*

- She organized a workshop for a Board of Directors and one for staff on SLDI related skills. After one year, the Board, staff, key people and Kenyan partner came together for continued training.

- When she did a Business Admin/Management course she said her classes were easier because of SLDI.

**Sr. Nyonyozi Winifred**, SLDI Phase III, Finance track  
 The Grail Sisters

*Leadership Achievements*

- Sr. Winnie is a Provincial Superior, on the Executive of Association of Religious in Uganda (ARU) and the Chair of the Committed on Social Development.
- In addition to her leadership positions, she has many accomplishments since her graduation from SLDI including developing a strategic plan for her congregation, and developing a system for better project report tracking, including quarterly monitoring of projects and increased supervision of projects.
- She instituted a savings culture in her congregation which helped them save 40 million Ugandan shillings to date. In addition she negotiated an agreement with the Archbishop that the money from congregational projects goes directly to the congregation and not through the diocese.
- For one of the congregation’s health clinics, she helped obtain a hematology analyzer, a health unit car and contributed to lab renovations through local fundraising and appeal letters.
- She collaborated with another congregation (Medical Missionary sisters) to help them develop small projects and encouraged them to train others in Kenya when they sought her as a facilitator.
- Sr. Winnie also submitted a book chapter for the Transformative Partnerships book project through Hilton Foundation and ASEC which is pending publication.

**Success Stories Reported in 2017**

**Sr. Judith Athieno**, SLDI Phase I, Administration track  
 Sisters of the Sacred Heart of Jesus

*Grant-Writing Achievements*

- \$40,000 from the Diocese Bolzano Bressanone to renovate sister's convent at Namugongo
- \$25,000 in donations to construct a wall fence of Mother House for protection
- \$16,815 from Mensen met een Missie for a Uganda Trauma Healing program to heal the traumatized



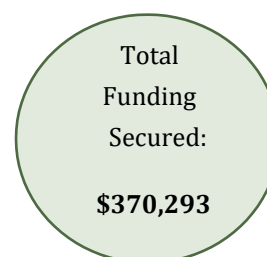
community in Northern Uganda

- \$7,500 from the Hilton Fund for Sisters to assist with fencing at convent/Mother House
- \$4,800 from Comboni Missionaries for a chicken farm project
- \$3,448 from Kulika Uganda for school fees of the Sisters, treatment of the Sisters, administration in the Province

**Sr. Mary Lilian Baitwakakye**, SLDI Phase I, Project Director track  
 Our Lady of Good Counsel

*Grant-Writing & Resource Mobilization Achievements*

- \$92,283 from Caritas Switzerland for the Boni Consilii Girls' Vocational Secondary School construction of 2 classroom blocks, water tank, construction of assembly hall, and Administration block
- \$46,061 from Stitching Porticus \$46,061 & \$42,112 from Sisters of Breda, Holland for OLGChapel and Dormitory  
 Construction/Renovation: 3 block dormitories, 6 latrines, 10 shower rooms, and a laboratory block
- \$9,211 from St. Antonius Sticing, Netherlands for OLGCh Construction of Dining Hall
- \$58,185 from Caritas Switzerland for school fees for children served by HIV/AIDS Orphans and Vulnerable children project
- \$10,000 from Caritas Switzerland for a workshop for sisters to better serve orphans with HIV/AIDS
- \$10,000 from the Hilton Fund for Sisters for workshops held within the HIV/AIDS Orphans and Vulnerable children project
- \$8,000 from the Hilton Fund for Sisters for Boni Consilii Home Construction/renovation
- \$6,800 from the Hilton Fund for Sisters for a fruit project/farming
- \$6,580 from Stitching Amsterdam for a workshop for sisters
- \$35,000 from Hilton Fund for Sisters to construct a pediatric ward



*Leadership Achievements*

- In a June 2018 interview, Sr. Lilian shared that she served as the Development Coordinator of the congregation when she participated SLDI in 2007-08. She has written many successful proposals, but had no knowledge of grant writing before



SLDI. She is now the Director of a unit focused on Orphans and Vulnerable Children. She organizes workshops and skill development for caretakers, and helps them to start small projects that are sustainable. She invites local women to the workshops and visits children at their schools.

- Sr. Lilian founded the HIV/AIDS Orphans and Vulnerable children project, implemented by the Sisters of Our Lady of Good Counsel of Mbarara Archdiocese. The project focuses on provision of access to formal education for HIV/AIDS infected orphaned children. Since its beginning, in 1994, the project has supported over 700 children who now are self-reliant citizens. Important outcomes of the project: 700 orphans acquired formal education and business skills and 280 care takers acquired knowledge on self-reliance, book keeping and skills in income generating projects.

**Sr. Natalina Ujeo**, SLDI Phase II, Administration Track  
 Missionary Congregation of the Evangelizing Sisters of Mary

*Grant-Writing & Resource Mobilization Achievements*

- \$61,570 from Manos Unidas to construct a Nursery School for vulnerable rural children. At time of reporting in 2012, 50 poor children were served. School also addresses problems in child abuse and child labor
- \$29,034 from Manos Unidas for Holy Infant Nursery School- construction of classrooms
- \$11,151 from Dorothea Rose Haus for Holy Infant Nursery School: Education for poor rural children, construction of classrooms and administration block
- \$9,757 from Little Way Association for Holy Infant Nursery & Primary School- furniture, water tanks & house solar system
- \$9,757 from the Hilton Fund for Sisters for the Holy Infant Nursery School: Education for poor rural children, construction of classrooms and administration block
- \$9,466 from Comboni US for Holy Infant Nursery & Primary School- furniture, water tanks & house solar system
- \$4,176 from St Peter Claver-Rome for Holy Infant Nursery & Primary School- furniture, water tanks & house solar system
- \$9,944 from fundraising efforts which was used for the Holy Infant Nursery School
- \$4,962 in donations used for administration of the Holy Infant Nursey School and repair of road near school
- \$557 from a government grant for access to the road, for repairs

Total Grant  
 Funding  
 Secured:  
**\$150,374**

**Sr. Petronilla Kyomugisha**, SLDI Phase II, Administration track  
 Missionary Sisters of Mary Mother of Church

*Continuing Education Achievement*

- Completed SLDI in 2012 then obtained her Bachelor’s degree in education through HESA. She graduated in 2015 and was assigned to head Asili Girls’ Vocational Senior Secondary School, one of the Missionary Sisters of Mary Mother of the Church founded schools in in Lira Diocese, Northern Uganda.

*Leadership Achievements*

- Sr. Petronilla described her experience as Head of the school: “The school began on 21st February 2015 with 27 girls in senior one. However, the target number of the founders of the school which was 40 students per class was not obtained. I took over the headship of the school on 15th October, 2015 immediately after...graduation. “With the skills I acquired I intensified recruitment and now the school has total of 63 students in senior one and senior two. It is founders’ desire, that by the time the school reaches senior six in 2020, it would handle about 240 students. The administrators and founders of the school intend to handle smaller numbers of girls per class so as to enable teachers/instructors to provide quality education and training to the girls. With the skills I acquired I intensified recruitment and tripled the number of students.”
- Sr. Petronilla also described the students’ gardens at the school: “Students’ demonstration gardens are playing a big role as they supply their produces to the school on the subsidized prices. Other crops grown by the students in the school are; maize, sweet potatoes, vegetable such as cabbages, greens and eggplants.”
- She comments on her experience with ASEC: “I am very grateful to ASEC which empowered me through SLDI and HESA Programs to be able to carry out this noble task amidst many challenges. I owe them credit for all that they did for me and for my Institute.”

**Sr. Lydia Nakawunde**, SLDI Phase II, Administration track  
 Little Sisters of St. Francis

*Grant-Writing Achievements*

- \$16,795 from the Church in Need (grant) for Mother Kevin Sustainable Farm Convent renovation
- \$10,000 from the Hilton Fund for Sisters for a solar power system purchase and installation to light the farm, have



communication, and for refrigeration

- \$3,464 from the Hilton Fund for Sisters to establish poultry enterprise on the farm to improve income

*Leadership Achievements*

- Sr. Lydia is the in-Charge at the Mother Kevin Sustainable farm. The farm impacts the local areas in important ways including prevention of soil degradation and desertification, promotion of food security, improved income at household levels, and less challenges with nutritional diseases.
- On the farm there are more than 50 animals including cows, goats, pigs, chickens and over 400 birds. Crops cover at least 3 acres, and the wood lot is 20 acres. Crops include Maize, beans, cassava, coffee, sweet potatoes, soya beans, bananas. In the woodlot eucalyptus, markhamia, and cidrela are grown. Additionally, maize flour and wine are processed at the farm. Appropriate and sustainable technology is used as well such as water reservoirs, tip-taps, and liquid soap making.

**Sr. Mary Germina Kaneema**, SLDI Phase II, Finance track  
 Missionary Sisters of Mary Mother of Church

*Grant-Writing Achievements*

- \$8,000 from Propaganda Fide to train 85 youth Leaders in the Archdiocese of Mbarara and provide training to marriage couples group leaders



*Leadership Achievements*

- Currently serving as ASEC’s Country Director in Uganda

# HESA 2018 Country Report

## Zambia

**Partners:** Monze Nursing School Zambia, Zambia Catholic University (ZCU)  
**Cohorts:** 15C1, 15C2, 15C1MA, 24C1

	Orientation Workshop	Mean	SD
Onsite (N=7)	It was easy to attend the Orientation sessions.	3.7	.48
	The amount of time spent on each topic was appropriate for learning a new skill.	3.2	.48
	The environment was favorable for learning.	3.7	.75
	The Orientation met my expectations.	3.5	.53
	I have a better understanding of my role and responsibilities as a HESA student.	3.5	.83
	Reflective Learning Workshop	Mean	SD
(N=10)	It was easy to attend the Reflective Learning Workshop.	3.5	.57
	The open discussion related to the program allowed me to express my concerns.	3.6	.57
	The workshop content met my expectations.	3.3	.90

**Suggested Future Workshop Topics:**

Self-awareness, leadership skills, interpersonal relationships, writing skills and personal vision.

**Reflective Learning Student Suggestions:**

To have the workshop during Holidays.  
 Participants should be notified on time in order to plan.  
 To communicate the topics to be presented to us before we come for the reflective learning.

**Reflective Learning Student General Comments:**

[The workshop] has enabled us to meet and share our experiences and the facilitators reminded us on the study skills and good planning to help us in our studies and thus progress in the HESA program.  
 I made good connections with others, I have a buddy with whom we have shared contacts.

\*Data from sisters enrolled in ASEC partner institutions in Zambia

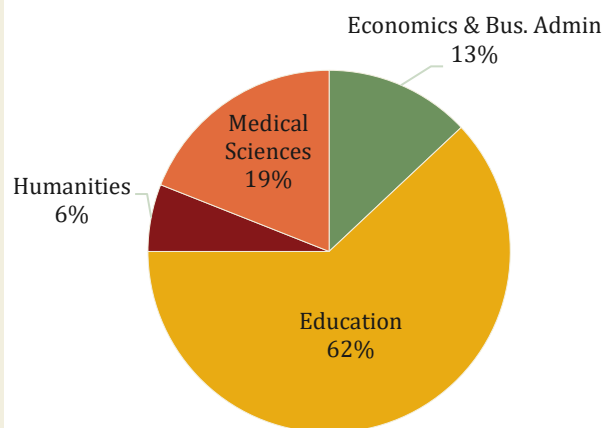
### Enrollment Overview

Total Sisters Served	16
Currently Enrolled	15
Graduates	0
Withdrawals	1
Deferments	0
SLDI Alumnae	6
ASEC Scholarship Alumnae	0
HESA Alumnae	0
Total Congregations Served	8

### Levels & Models of Study

Certificate	0
Diploma	3
Bachelors	9
Masters	3
Model A (Online/Onsite)	0
Model B (Onsite)	16

### Zambia Areas of Study



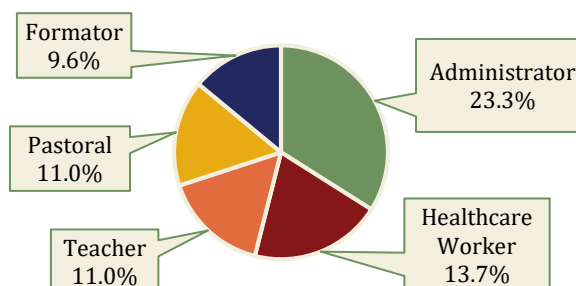
# SLDI 2018 Country Report

## Zambia

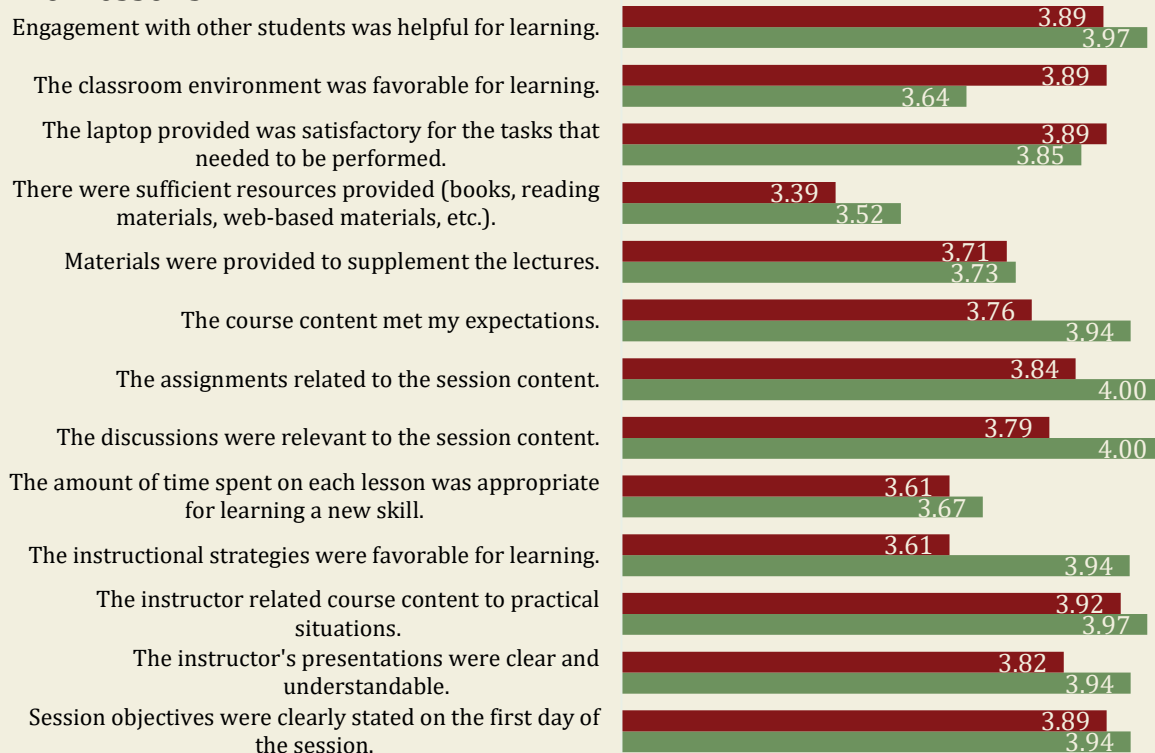
### Participant Overview

Phase I-III Participants (2007-15)	170
Phase IV Participants (2016-18)	110
Total Sisters Served Through SLDI Alone (2007-18)	280
Phase IV Graduates	76
Total Sisters & Superiors Served to Date	342
Total Congregations Served	45

**Administrator and Healthcare worker** are the top two ministries among 2018 SLDI participants in Zambia (N=73).



**Administration** (N=33) track scores were generally higher than **Finance** (N=38) track scores, however both tracks received lower ratings on having sufficient resources and time for lessons.



\* Items are rated on a scale of 1-Strongly Disagree to 4-Strongly Agree.

# Alumnae 2018 Country Report

## Zambia

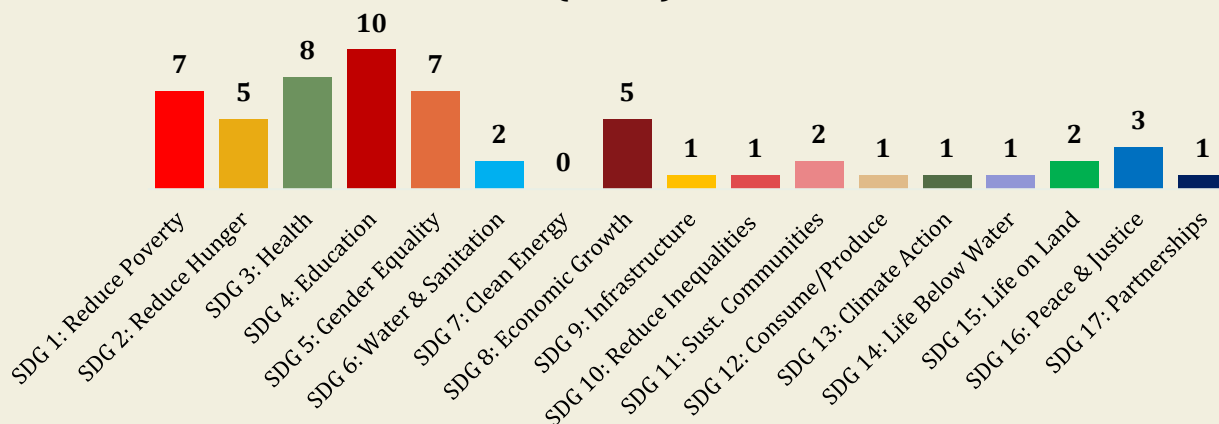
Personal & Professional Growth (N=16)	
Positively Changed Perception of Self	62.5%
Positively Changed Relationships	87.5%

Grant-Writing & Resource Mobilization	
Total Funds Secured: \$1,859,325 (Second highest amount of 9 ASEC countries) N=16 for all items below	
Wrote Grants Before ASEC	25%
Wrote Grants After ASEC	31.3%
Grants Successful Before SLDI (6 out of 6)	100%
Grants Successful After SLDI (6 out of 6)	100%
Act as a Resource Person on Grants	12.5%
Improved Fundraising Ability	31.3%
Improved Resource Mobilization Ability	50%
Improved Project Sustainability Ability	50%

Leadership Achievements (N=16)	
Received a Leadership Role in her Ministry	75%
Increased Income	12.5%
Created a Strategic Plan	25%
Crated a Financial Plan	18.8%
Mentoring Others	50%

Collaborative Partners (N=16)	Percentage of Alumnae Engaging in Collaboration
<b>Fellow Sisters</b>	50%
<b>Government</b>	37.5%
<b>NGOs</b>	12.5%
<b>Foundations</b>	0%
<b>Local Groups</b>	31.3%
<b>Diocese</b>	43.8%

**In Zambia, education and health are the top SDGs alumnae contribute to in their ministries (N=16).**



Alumnae can select up to 3 goals they work towards in their ministries

# Success Stories 2018 **Country Report**

## Zambia

**Sr. Brenda Nachula**, SLDI Phase III, Administration track  
 Daughters of the Redeemer

### *Grant-Writing & Resource Mobilization Achievements*

- \$43,000 from the Australian Embassy, \$37,500 from Cross Catholic Outreach and \$5000 through community fundraising to construct teachers’ housing at Christ the Redeemer School which serves vulnerable children.
- \$9,000 grant for a clean water project for the Christ the Redeemer school, to provide potable water to children and their guardians.

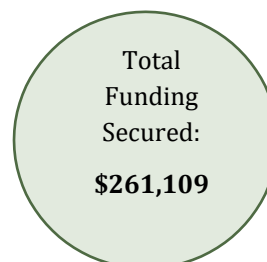


## **Success Stories Reported in 2017<sup>1</sup>**

**Sr. Eulalia Capdevila Enriquez**, SLDI Phase III, Finance track  
 Comboni Missionary Sisters

### *Grant-Writing & Resource Mobilization Achievements*

- \$211,944 from Conferenza Episcopale Italiana (CEI), \$27,315 from Intesa San Paolo Foundation, and \$21,850 from donations and fundraising. All grants and donations for the Mother Earth project. Sr. Eulalia, the overall director of the project, secured a total of \$261,109 for the Mother Earth project, which promotes resilience of the local people through skills training, agriculture, environmental stewardship, and sanitation improvements. As of 2017, Sr. Eulalia and others were considering applying to the Hilton Foundation for a second phase of the project in which funding would be needed for equipment in the Moringa factory and laboratory. She is also considering the construction of a simple training center for sustainable agriculture.



### *Project Implementation Achievements*

- The project plants moringa trees, which yield an exceptionally nutritious tree with

<sup>1</sup> One story reported in 2017 has been updated: Sr. Rose Mainza Moonze



a variety of potential uses. Studies have shown *Moringa oleifera* leaves to be an excellent source of vitamins, minerals and protein: perhaps more than any other tropical vegetable. Originally from India, it has spread now throughout Africa helping to fight malnutrition and diseases. The project produces moringa powder, is building a moringa factory, and is also constructing an office-staff house together with a caretaker's house. A shelter for meeting, simple toilets, a borehole, a solar pump, and irrigation system are already in place. More than 6,000 moringa trees have been planted and 100 moringa farmers are undergoing training for organic production and sustainable agriculture. In addition to the promotion of sustainable agriculture and organic production of moringa, the project reaches out to women in the rural areas (800 women per year) to promote improved nutrition, emphasizing the use of Moringa tree in households. The project uses as much renewable energy as possible: earth tubes for cooling the classroom, biogas for the kitchen, windmill for water supply, and earth bags for constructing the walls and thatch roofs. The congregation has also been working on the construction of an eco-friendly factory and staff house to establish a farmer's processing and marketing center.

#### *Partnership Achievements*

- The project is done in partnership with an Italian NGO called Guardavanti. The survey and the project proposal writing was done together. The Comboni Missionary Sisters continue fundraising through the selling of moringa powder and they receive donations from benefactors in the UK, Italy, and Spain. A moringa market research study will be soon conducted both at national level (engaging a local consultant and expert in moringa) and European level (done by Guardavanti) if funds will allow.
- The project is also committed to celebrating important international days which raise awareness about environmental issues, such as: Water Day, Earth Day, Tree Planting Day, etc. These days are organized at the center in conjunction with local stakeholders such as Caritas Diocese of Mongu, Zambia Association of Sisterhoods- Mongu Branch, Concern International, Ministry of Agriculture, and more.
- The project also partners with Volunteer Missionary Movement from Ireland (VMM). The sisters applied for a volunteer couple to serve in the positions of Director of Logistics and Director of Formation and Moringa. In July 2015, the volunteer couple, a husband and wife, came with their two children to work for the Mother Earth project for one year. Right now, Sr. Eulalia and others are working on an extension for two more years. VMM has also contributed a total of \$6,000 (office equipment, solar power back up, and treadle pumps for

farmers) in addition to sponsoring the placement of the two volunteers.

- In 2017 a group of students of the University of Monterrey, Mexico visited Mother Earth. The students enjoyed their visit, saying that they felt in touch with the Earth in the peaceful atmosphere. The students were amazed of the benefits of Moringa, and had the opportunity to help with the process of washing Moringa leaves.

*Job Creation Achievements*

- A new sister, Sr. Ehite Shikur Kirato, has been assigned as Assistant to the Director. Sr. Ehite was mentored during ASEC training and participated in the last alumnae workshop held in Lusaka in 2015. The project also employs a part-time accountant, a salesperson and a caretaker.

**Sr. Gertrude Daka**, SLDI Phase II, Administration track  
 Daughters of the Redeemer

*Grant-Writing & Resource Mobilization Achievements*

- \$80,000 from the Government of Zambia to construct a building and toilets in order to enroll more children in the local school and have teachers accommodated within the school area; 3 employed, 551 children and 2 teachers served



**Sr. Faustina Nsama**, SLDI Phase II, Administration track  
 Sisters of Mercy

*Grant-Writing & Resource Mobilization Achievements*

- \$187,000 from the Pontifical Mission Society to build children's isolation ward to nurse children with communicable diseases (2015); 10 employed, 10,000 children to be served. Community members have volunteered to assist with the construction



**Sr. Rose Mainza Moonze**, SLDI Phase II, Administration and Finance tracks  
 Religious Sisters of the Holy Spirit

*Grant-Writing & Resource Mobilization Achievements*

- \$28,000 from Toyota Zambia and Johannes Foundation and \$12,000 from Firelight for construction and furniture of classroom block at the James Corboy School (2014; 8 employed, 126served)
- \$10,000 from the Loyola Foundation to fence in the convent allowing sisters to live in a non-threatening environment; 100+ served by the affected sisters.
- \$2,916 from James Corboy School fundraising from various events to support/sustain the school during and after completion of the current construction project
- \$4,445 from Local business and Community members who donated money and time toward the construction of classrooms
- Sister's Community poultry and vegetable sales (fundraising) for raising chickens and gardening.
- In 2018 reporting: \$22,000 from Firelight, \$20,000 from Johannes Foundation, \$6,000 from Friends of James Corboy School, \$600 from community fundraising, and a \$00 in-kind donation of labor and materials for continued classroom construction at the James Corboy School.

