

Special Edition 1 – From a Room to a Movement

# FASE



## SPRING 2025 NEWSLETTER



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## The Origins & Philosophy Behind FASE's Model for Community Transformation

### OUR VISION

A world where underserved communities  
are agents of their own transformation.



# "Unlocking Local Leadership: Bridging Challenges Through Cross-Cultural Collaboration"

Across Africa—and especially in Sierra Leone—communities face overlapping challenges: youth unemployment, poor education, food insecurity, and climate instability, all intensified by global crises.

Sierra Leone's growing youth population offers real potential, yet underinvestment and outdated models have limited local leadership.

Cross-cultural partnerships, particularly with the diaspora—are helping bridge this gap, supporting community-led transformation across the continent.

## "Transformation does not start with perfection. It starts with presence."

This special edition marks a turning point for **FASE** (Foundation for African Social Entrepreneurship) —our effort to present a more structured model built on years of learning, service, and experimentation in Sierra Leone's Northern Province, especially in communities like Makali Junction.

**FASE is not a charity—it is a leadership ecosystem.**

We believe underserved communities are full of potential. What is missing are systems that recognize, resource, and respect that potential. FASE connects education, enterprise, and innovation to empower people



THE ORIGINS & PHILOSOPHY  
BEHIND FASE'S MODEL FOR  
COMMUNITY TRANSFORMATION

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### OUR MISSION

To empower youth, women, and  
diaspora communities through  
leadership, innovation,  
and enterprise.



to lead change from within. Our mission is to build dignity, capacity, and community ownership.

This edition takes readers back to where it all began—a dusty classroom in Makali Junction with only door frames and open spaces—no actual doors or windows, just presence and purpose. From this raw beginning, a grassroots model of leadership and transformation emerged.

We have previously shared informal newsletters filled with photos and updates. This new series takes a step back—to reflect on what has worked, what has not, and where we go from here. It draws from our newly completed **five-year strategic plan** and introduces the core of our model:

- **Three Pillars of Social Innovation:** Continuous Innovation, Value Co-Creation, Cross-Cultural Integration
- **Leadership Styles:** Relational, Transformational, and Adaptive.

This edition also highlights *Transforming Communities - Leadership in Social Innovation for Sustainable Impact*; Dr. Alfred Bass Sesay's book that anchors FASE's philosophy and tools, and introduces **Maria's story**, a fictional yet relatable narrative of faith-based and community leadership in action.

We thank our partners, especially **Mrs. Pat Eastwood Evans** and the FASE UK team, for walking this journey with us.

# Global Structure: One Mission, Three Regions

## GLOBAL STRUCTURE



FASE operates through a unified, cross-regional model:

**Sierra Leone** – Innovation hub for program design, testing and implementation.

**U.S.** – Drives strategy, funding, and diaspora engagement

**U.K.** – Connects with academic, faith, and philanthropic partners for funding.

*Together, they form a collaborative triangle—aligning resources and relationships while keeping growth rooted in community.*

## Before You Begin

### Why This Edition Matters & What Questions It Invites You to Explore

#### PURPOSE

This first edition of the FASE Special Newsletter does not begin with numbers or metrics.

It begins with a dusty classroom, a few benches, and the unwavering belief that something better could be built—together. This is the story of Makali Junction, the humble spark behind a growing movement.

It is not a model drawn on a whiteboard. It is a model shaped in real time—by mothers, teachers, diaspora leaders, and youth stepping forward with what they had: presence, care, and courage. Whether you are a donor, a friend, a partner, or someone newly discovering FASE, we invite you to pause with us—and reflect.

# What You will Explore in This Edition

- The philosophy behind FASE: **dignity, leadership, and co-creation**
- Our guiding framework: the **Three Pillars of Social Innovation**
- A glimpse into *Transforming Communities: Leadership in Social Innovation for Sustainable Impact* book by **Dr. Alfred Bass Sesay** that shaped the model.

## Questions to Reflect On

- What does it mean to lead without permission?
- How do we build trust not just funding?
- Where does your story meet this movement?

## Where FASE Is Finding Its Voice from Fragmented Beginnings to a Living Model of Community- Led Transformation

### Makali Junction: A Movement in Motion

Makali did not begin with perfection—it began with presence. A few benches in open rooms. Chalk on plywood. A village showing up with purpose, not titles.

We are still learning and building. Some things work; others do not. But with every step and pause, a deeper model is taking shape—rooted in trust, listening, and community wisdom.

Makali reflects more than need—it reveals capacity. What began as fragments is becoming a living framework, where even missteps help guide the way.





# A Beginning Without a Blueprint



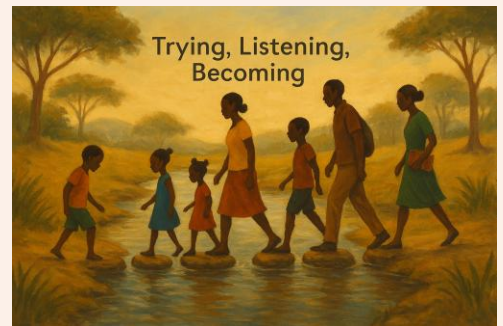
This is not a finished product. It is a movement shaped by teachers, mothers, farmers, youth—people who believe impact doesn't need polish, just purpose.

You don't need to have it all figured out. Just believe something better is possible and take the next small step. Because transformation lives in shared spaces—in gardens, group texts, and circles of trust. There's room here—for your ideas, your time, your investment, and your heart.

## Trying, Listening, Becoming

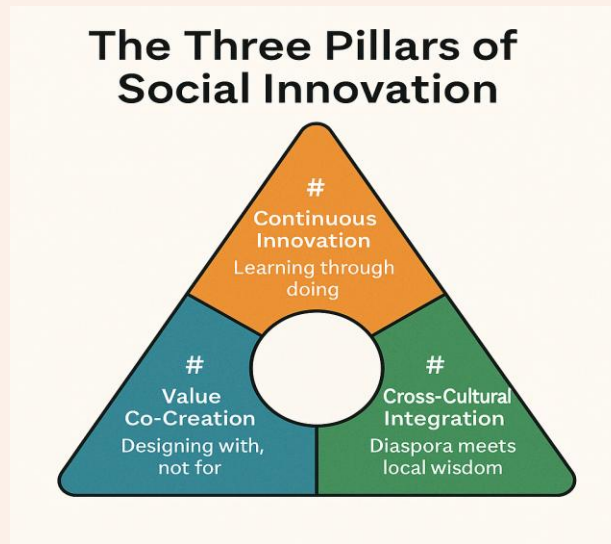
We're still learning—trying, listening, and Becoming. Some things work, others don't, but each step reveals something new.

Makali isn't a finished model; it's a living space where leadership grows through action and strategy emerges from listening. Even in the messiness, something real is forming.



Children arrive. Parents give. We keep showing up. Makali reminds us: transformation begins with presence, not perfection—and a shared willingness to grow together.

# FASE's Leadership Framework



The framework developed by our founder, **Dr. Alfred Bass Sesay**, first introduced in his book *Transforming Communities - Leadership in Social Innovation for Sustainable Impact*.

More than theory, this model shapes every program, partnership, and decision. Known as the **Three Pillars of Social Innovation**, it offers a flexible, community-driven approach to leading change with integrity.

1. **Continuous Innovation** – We learn by doing. Change evolves, and so do we—adapting strategies as challenges arise.
2. **Value Co-Creation** – We build with communities, not for them. Every initiative is co-designed for relevance, ownership, and impact.
3. **Cross-Cultural Integration** – We bridge local wisdom with partners and diaspora insight, honoring tradition while embracing innovation.

"These pillars are not abstract—they are lived out in every sewing machine we donate, every class we facilitate, every school we build together."

— Dr. Alfred Bass Sesay

# Leadership in Practice:

## Guiding Styles at FASE

At FASE, **leadership is not defined by titles, it's defined by presence.** It's found in everyday actions, humble moments, and shared spaces where trust is built, and purpose is lived out. Our approach to leadership grows from the ground up and is shaped by experiences across generations and communities.

### Relational Leadership

Rooted in empathy and connection, this style shows up in school committees, family meetings, and across generational lines. Here, leadership begins with listening and grows through mutual respect and meaningful relationships.



### Transformational Leadership

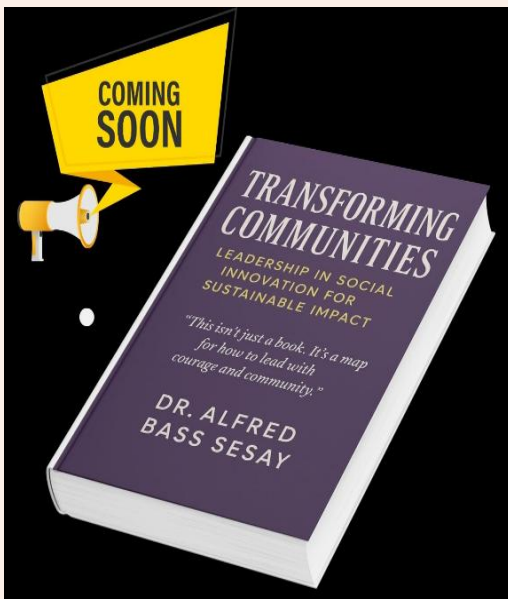
Fueled by vision and moral courage, this style emerges when individuals inspire change in others. We see it in youth like Umu mentoring peers, former students returning as teachers, and young leaders stepping into roles they once only observed.

### Adaptive Leadership

This style thrives in complexity and crisis. It empowers local leaders to navigate uncertainty, respond in real time, and lead with resilience and resourcefulness in ever-changing environments.







## The Book Behind FASE

At the heart of FASE's model is a book that brought vision to life:

***Transforming Communities: Leadership in Social Innovation for Sustainable Impact*** by **Dr. Alfred Bass Sesay**.

This book is more than publication, it is the blueprint for FASE's strategy, the anchor of our philosophy and a compass for action.

Grounded in his lived experience across Africa, Europe, and the U.S., the book introduces the **Three Pillars of Social Innovation** and weaves in real-life stories, like **Maria's**, which make these ideas tangible.

From team training to stakeholder workshops, this book shapes how we build capacity and scale community leadership. It turns complexity into clarity and purpose into process.

**"It is the roadmap that shaped our mindset—and gave Maria her voice."**

Whether you are a partner, practitioner, or policymaker, this book offers a way forward rooted in **equity, courage, and co-creation**.

# What's Next:

## Edition 2 – Building the Ecosystem

We will explore how schools, training, farming, and enterprises work as one loop for transformation.

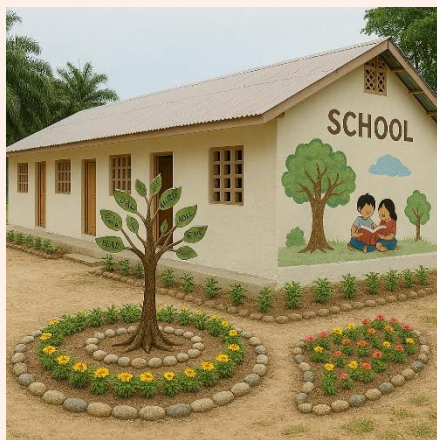
**Thank you for being part of this journey.**

What began in a borrowed room is now a growing movement—built on trust, shaped by presence, and led by everyday leaders.

With gratitude,

**Dr. Alfred Bass Sesay**

*Founder & CEO, FASE*



**A Glimpse Ahead – Makali Junction's FASE School Building**