



The Alabaster Community Transformation Framework

RISE Model

Resilient, Inclusive, Sustainable, Empowered

Building trust, capacity, and resilience where the world rarely reaches.

1. Partner & Presence: Building the Alabaster Network

Objective: Identify, equip, and collaborate with trusted local partners who form the foundation of Alabaster's work.

What We Do:

Alabaster begins by identifying credible, values-aligned organizations and leaders within each region—our *Alabaster Network*. These are locally registered partners who understand community dynamics, culture, and geography far better than any outsider could. Together, we co-design a presence that prioritizes trust, safety, and sustainability.

Methods:

- Map existing grassroots organizations and community champions
- Conduct mutual vetting and relationship-building visits
- Formalize partnership through co-management agreements
- Provide training in governance, ethics, and program implementation

Result:

A locally rooted network that allows Alabaster to operate seamlessly across borders, even in fragile or remote areas where no other aid goes.

2. Entry & Integration: Reaching Those on the Margins



Objective: Enter communities with humility, respect, and long-term commitment.

What We Do:

With our local partners, we identify *underserved communities*—often conflict-affected, remote, or unreached by mainstream aid due to isolation or danger. Entry begins through introductions by local leaders and elders. The goal is to listen first, not to lead.

Methods:

- Joint entry with local partners and community leaders
- Introductory forums explaining Alabaster’s role as a collaborator, not a donor
- Informal household visits and trust-building dialogues
- Rapid cultural and contextual assessments
- Non-prescriptive and agency-driven integration

Result:

Communities recognize Alabaster as a genuine ally. We become a welcomed presence, not an external operator.

3. Discovery & Dialogue: Listening to the Community

Objective: Facilitate open dialogue to understand needs, strengths, and aspirations.

What We Do:

We convene community discussions that center on voice, not only data. Through focus groups, storytelling, and participatory mapping, we co-identify the root issues—whether they concern children’s education, maternal health, food insecurity, or livelihood challenges.

Methods:

- Mixed community assemblies (youth, women, elders, local officials)
- Participatory needs assessments
- Identification of community assets and potential contributions

Result:

A shared understanding of priorities and a commitment to partnership, not dependency.

4. Co-Design: From Needs to Solutions



Objective: Translate shared understanding into actionable, locally owned interventions.

What We Do:

Once needs are identified, Alabaster facilitates co-design sessions to define how the community and Alabaster will work together. Every intervention includes a local contribution: materials, land, or knowledge —ensuring shared ownership and dignity.

Methods:

- Collaborative design sessions
- Define clear roles, timelines, and community inputs
- Identify long-term sustainability partners (local schools, clinics, ministries)

Result:

Programs that are *with* communities, not *for* them—from youth-led tree-planting to women-owned Enset enterprises and community health initiatives.

5. Implementation: Empowered Action

Objective: Deliver programs that empower local leadership and measurable change.

What We Do:

Implementation is led by local staff—co-supervised and funded by Alabaster but legally employed by local partners. This ensures accountability, employment creation, and continuity beyond donor cycles.

Core Sectors:

- **Education:** Youth-led tree initiatives, reading clubs, school supplies, debate programs
- **Health:** Mobile clinics, maternal care centers, health training, sanitary napkins
- **Food Security:** Enset agroforestry, EnsetAI, community nurseries, Enset research
- **Female Entrepreneurship:** Women-owned cooperatives and social enterprises

Methods:

- Capacity building and on-site coaching
- Use of technology (AI, mobile data tools) for feedback and tracking
- Conflict-sensitive implementation plans in high-risk areas



Result:

Sustainable outcomes driven by local capacity and strategic collaboration.

6. Monitoring & Learning

Objective: Ensure transparency, accountability, and continuous improvement.

What We Do:

Each initiative includes participatory monitoring and evaluation (M&E). Local staff gather feedback and data directly from beneficiaries and community leaders, ensuring rapid adaptation and relevance.

Methods:

- Simple mobile-based data collection (for M&E and AI analytics)
- Regular feedback meetings and story-based narratives
- Standardized reporting templates and data collection
- Cross-country data synthesis to identify patterns and best practices

Result:

Programs evolve in real time, responding to changing community needs and environmental realities.

7. Transition & Sustainability

Objective: Strengthen local ownership and ensure long-term continuity.

What We Do:

Once a program achieves stability, Alabaster intentionally transitions management to local authorities, school boards, or community cooperatives. We maintain light-touch communication for mentorship, monitoring, and support.

Methods:

- Handover agreements with local government or community committees
- Gradual reduction of Alabaster's operational role
- Follow-up visits and remote mentorship



Result:

Self-sustaining local structures that continue to grow, adapt, and replicate Alabaster's impact independently.

8. Innovation & Scaling

Objective: Transform field insights into scalable, system-level solutions.

What We Do:

Field experience feeds directly into innovation—from EnsetAI (AI-driven agroforestry and carbon tracking) to mobile maternal health units and school-based youth clubs. Each local pilot becomes a model to be refined and scaled across regions.

Methods:

- AI and data tools to inform large-scale replication
- Partnerships with universities, governments, and the private sector
- Knowledge-sharing through Alabaster's global network and commitments

Result:

Community-driven solutions become national and regional innovations—demonstrating how localization can drive global change.
