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2026 WHITE PAPER

# From Vision to Institution

*Leadership, opportunity, institutional trust, and the path to the Askêsis Leadership Academy*

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**ORGANIZATION**

Askêsis  
Foundation

**STATUS**

501(c)(3) Public  
Charity

**TRANSPARENCY**

Candid Seal  
2026

**REGION**

Haiti & Caribbean  
Basin

NAVIGATION

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# One Legacy, Many Futures.



## 01 — LETTER FROM THE CO-FOUNDERS

# A Declaration of Institutional Intent

*A joint letter from Daniel Fils Verna and Randy Marvis Joseph*

Dear friends, partners, alumni, and members of our wider community,

Askêsis was never meant to be only a charitable project. It was conceived as a disciplined answer to a deeper question: what does it look like for a community shaped by excellence, sacrifice, and Haitian resilience to build something worthy of the next generation? We have seen too many brilliant young people inherit talent without pathways, aspiration without guidance, and courage without institutions strong enough to carry them. **Askêsis exists because we refuse to accept that this should remain normal.**

Our story begins with memory. As members of the Saint-Louis de Gonzague Class of 2006, we were formed by a culture that believed discipline, dignity, and intellectual seriousness could shape a life. Over time, that memory became a responsibility. Reunion energy awakened a larger calling: to transform shared history into an enduring institution that expands opportunity, cultivates leaders, and restores confidence in what Haitian-rooted excellence can build for the Caribbean and beyond.

*Institutions are built through structure, sacrifice, and stewardship.*

*Askêsis has entered 2026 with a different posture than it had at its founding.*

*We are no longer speaking only in the language of hope. We are speaking in the language of architecture.*

We are inspired by a very large horizon. We want Askêsis to become a Haitian-rooted leadership institution of consequence — one that expands educational mobility, strengthens civic imagination, supports communities in moments of need, and one day anchors a world-class Askêsis Leadership Academy. We do not see the Academy as a vanity monument. We see it as the capstone of a much larger ecosystem: scholarships, mentorship, fellowships, civic formation, cultural storytelling, partnerships, and disciplined institution-building. **We are not trying to build a building first. We are trying to build legitimacy first.**

The achievement of a Candid Seal of Transparency is one sign of that movement. It matters because it tells the world that our ambition is matched by accountability. Our pledge is simple: Askêsis will grow with seriousness. We will not confuse visibility with impact, or prestige with readiness. We will earn scale by delivering well, stewarding trust, and proving that excellence can be organized with integrity.

This white paper is therefore both an invitation and a declaration. It is an invitation to builders — donors, mentors, schools, institutions, families, alumni, and strategic partners — who believe that talent deserves structure and leadership deserves formation. And it is a declaration that Askêsis intends to endure. We are building for students who need a path, for communities that need confidence, and for a region that deserves institutions equal to its promise.

The future we seek will not be built by admiration alone. It will be built by disciplined generosity, long-horizon partnership, and a shared refusal to let possibility go to waste. We invite you to help us build an institution that will outlast any one event, any one campaign, or any one cohort — an institution rooted in Haiti, strengthened by the diaspora, and designed for generations yet to come.

Daniel Fils Verna

CO- FOUNDER, ASKÊSIS FOUNDATION

Randy Marvis Joseph

CO- FOUNDER, ASKÊSIS FOUNDATION

Silver  
Transparency  
2025

**Candid.**

## Candid Seal of Transparency — 2026

*Askêsis Foundation has earned the **Candid Seal of Transparency**, a mark awarded to nonprofits that share clear, comprehensive information about their goals, strategies, capabilities, and results.*

*This certification signals to donors and partners that our ambition is matched by accountability — and that every dollar entrusted to us is stewarded with rigor and honesty.*



## 0 2 — EXECUTIVE SUMMARY

# A Foundation Built to Last

*Askêsis Foundation is a Haitian-rooted, diaspora-connected public charity being built as a durable leadership institution rather than a temporary campaign vehicle.*

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Its purpose is to convert alumni energy, community trust, diaspora capital, and strategic partnerships into long-term investments in people, ideas, and public-serving institutions. The foundation sits at the intersection of memory and mandate: inspired by a shared origin story, but designed to become far greater than the story of any single class or reunion.

The central premise of this white paper is that leadership development in Haiti and the wider Caribbean must not remain episodic, symbolic, or donor-fragile. It must be cultivated through systems that are culturally rooted, professionally governed, publicly trusted, and financially disciplined.

This 2026 edition deliberately marks a transition. The 2025 paper introduced the foundation's identity, context, and named programs. The 2026 paper moves beyond founding narrative into an institutional case — clarifying how the program system fits together, how the Academy should be understood, how funds should be raised and safeguarded, and why Askêsis now merits deeper partnership.

***The message is no longer simply that Askêsis is promising. The message is that Askêsis is being structured to become investable.***

**Five Core Commitments:** (1) *Preserve a distinctly Haitian and Caribbean identity while engaging globally.* (2) *Organize programs as one coherent leadership ecosystem.* (3) *Separate operating, programmatic, capital, reserve, and long-horizon funds.* (4) *Match ambition with visible governance discipline and transparency.* (5) *Treat the Askêsis Leadership Academy as a capstone to be earned through legitimacy.*

## 03 — CONTEXT

# Why Askêsis, Why Now

## The Gap

Haiti and the wider Caribbean continue to produce extraordinary talent, creativity, entrepreneurial energy, and public-service ambition. Yet the pathways that connect talent to opportunity remain fragmented. Too many students lack access to guidance on scholarships, admissions, and training opportunities.

Too many communities continue to absorb shocks — economic, political, climatic, and social — without the consistent support systems that would make resilience more than improvisation.

## The Opportunity

The Haitian and Caribbean diaspora has grown into a powerful reservoir of knowledge, credibility, and influence. Across sectors and continents, diaspora professionals now hold positions in education, health, engineering, government, law, business, culture, and philanthropy.

The challenge is not the absence of goodwill. **The challenge is the absence of disciplined vehicles capable of converting that goodwill into sustained systems of support and leadership formation.** Askêsis exists to answer that gap.

I

### EDUCATION & OPPORTUNITY

Scholarships, admissions guidance, and mentorship that open doors talent alone cannot unlock.

II

### LEADERSHIP & CIVIC EMPOWERMENT

Training, fellowships, civic formation, and convenings that cultivate the next generation of leaders.

III

### COMMUNITY HEALTH & RESILIENCE

Health outreach, family support, and disaster relief that strengthen communities from within.

IV

### COMMUNITY IMPACT & PARTNERSHIPS

Microgrants, grassroots investment, and global partnerships that multiply local impact.

*The message is no longer simply that Askêsis is promising. The message is that Askêsis is being structured to become investable.*

## 0 4 — STRATEGIC LOGIC

# Theory of Change

A simple but powerful logic chain anchors every program decision, partnership choice, and investment the foundation makes.

IF

Askêsis mobilizes alumni memory, diaspora expertise, donor capital, cultural legitimacy, and strategic partnerships — channeled through a disciplined institution with transparent governance and a long-horizon mission...



THEN

It can build structured pathways through educational navigation scholarships, mentorship, leadership training, civic formation, community support, convenings, and disciplined public storytelling...



SO THAT

**Haiti and the broader Caribbean** can benefit from a stronger pipeline of ethical, capable, confident, and globally connected leaders — and from a public institution durable enough to support them over time, culminating in the ***Askêsis Leadership Academy***<sup>™</sup>



## 0 5 — PROGRAM SYSTEM

# The Askêsis Program System

## EDUCATION &amp; OPPORTUNITY

## Askêsis Ascend™

Higher Education & Scholarship Navigation — one-on-one and group guidance to identify opportunities and prepare competitive applications across the Caribbean and beyond.

## EDUCATION &amp; OPPORTUNITY

## Askêsis Scholars Circle™

Merit- and need-based scholarships for highpotential students who demonstrate leadership, character, and a commitment to give back.

## EDUCATION &amp; OPPORTUNITY

## Askêsis Horizons™

Mentorship Network — time-bound cycles connecting youth and early-career professionals with global mentors across the Askêsis community.

## LEADERSHIP &amp; CIVIC

## Askêsis Leadership Institute™ (ALI)

Workshops, bootcamps, and courses on leadership, ethics, public speaking, negotiation, and decision-making for emerging leaders across sectors.

## LEADERSHIP &amp; CIVIC

## Caribbean Youth Fellows™

Selective fellowship immersing highpotential youth in leadership training, mentorship, and community project incubation with alumni coaching.

## LEADERSHIP &amp; CIVIC

## Askêsis Civic Lab™

Governance and public policy exposure through simulations, case studies, and dialogue with practitioners, building reform imagination in young leaders.

## LEADERSHIP &amp; CIVIC

## Askêsis Leaders Forum™

Virtual and in-person convening platform featuring masterclasses and panels. Annual session coincides with the Askêsis Gala.

## COMMUNITY HEALTH

**Askêsis HealthLink™**

Mobile clinics, health fairs, mental health campaigns, and preventive outreach working with diaspora medical professionals.

## COMMUNITY HEALTH

**Askêsis Family Support Fund™**

Targeted assistance to families facing sudden hardship from health crises, loss, or economic shocks — honoring dignity while offering practical relief.

## COMMUNITY HEALTH

**Ray of Hope™**

Disaster relief mechanism activated in response to earthquakes, hurricanes, and floods — mobilizing rapid support with trusted local partners.

## COMMUNITY IMPACT

**Askêsis Community Impact Fund™**

Microgrants to grassroots organizations and alumni-led initiatives working in education, health, youth engagement, and innovation.

## COMMUNITY IMPACT

**Askêsis Global Partnerships Network™**

Connects universities, NGOs, corporations, and public institutions with the Foundation's programs to co-design and build multi-year collaborations.



# The Askêsis Leadership

The Academy is not a vanity monument. It is the capstone expression of the institution's larger mission, to be earned through legitimacy — not rushed by impatience. It advances in four carefully sequenced phases.

## ● PHASE I • 2025—2026

### Conceptual & Curriculum Design

Define curriculum logic, governance model, partnership strategy, audience definition, and case for support. Launch the Leadership Academy Fund.

## ● PHASE II • 2027—2030

### Pilot Cohorts & Academy-Form Programming

Pilot programs through ALI, Civic Lab, and Caribbean Youth Fellows. Formalize partnerships, publish early impact cycles, and package the Academy concept more credibly.

## ● PHASE III • 2030—2035

### Site Strategy & Capital Campaign

Identify delivery model and site strategy, secure land, finalize architectural design, and run a capital campaign. Anchor partnerships and long-range capital requirements defined.

## ● PHASE IV • 2035—2045

### Construct, Accredite & Launch

Construct, accredit, and fully launch the Academy as a regional institution serving students and professionals from across the Caribbean and diaspora.

## 07 — FIVE-YEAR ROADMAP

# From Clarity to Credibility to Structure

Askêsis uses the next five years to move from operating discipline to program proof, from investability to permanent infrastructure.

## 2026 — YEAR ONE

### Identity & Operating Discipline

Finalize the 2026 narrative, strengthen board cadence, sharpen donor systems, elevate transparency assets, and execute signature event and sponsorship strategy.

## 2027 — YEAR TWO

### Program Proof

Run visible scholarship, mentorship, and leadership cycles with disciplined follow through. Publish the first strong impact report.

## 2028 — YEAR THREE

### Investability

Expand selective programming, deepen partnerships, formalize community impact mechanisms, and build a more mature Academy concept package.

## 2029 — YEAR FOUR

### Structure

Secure flagship commitments, define an Academy delivery model or site strategy, and pilot Academy-aligned programming at greater scale.

## 2030 — YEAR FIVE

### Permanent-Growth Stage

Strengthen reserves, deepen donor pathways, seed legacy structures, and enter a credible multi-year Academy launch sequence.



0 8 — FUNDING ARCHITECTURE

# Financial Targets & Funding Tracks

The 2026 Leadership Gala in Miami will serve as a key milestone in launching the Leadership Academy Fund and seeding early programs.

## \$50k

TARGET • 2026

Initial programming, operating backbone, and planning for the first visible scholarship and leadership cycles.

## \$250k

TARGET • 2028

Cumulative funding enabling expanded cohorts, formal partnerships, and the first strong impact publications.

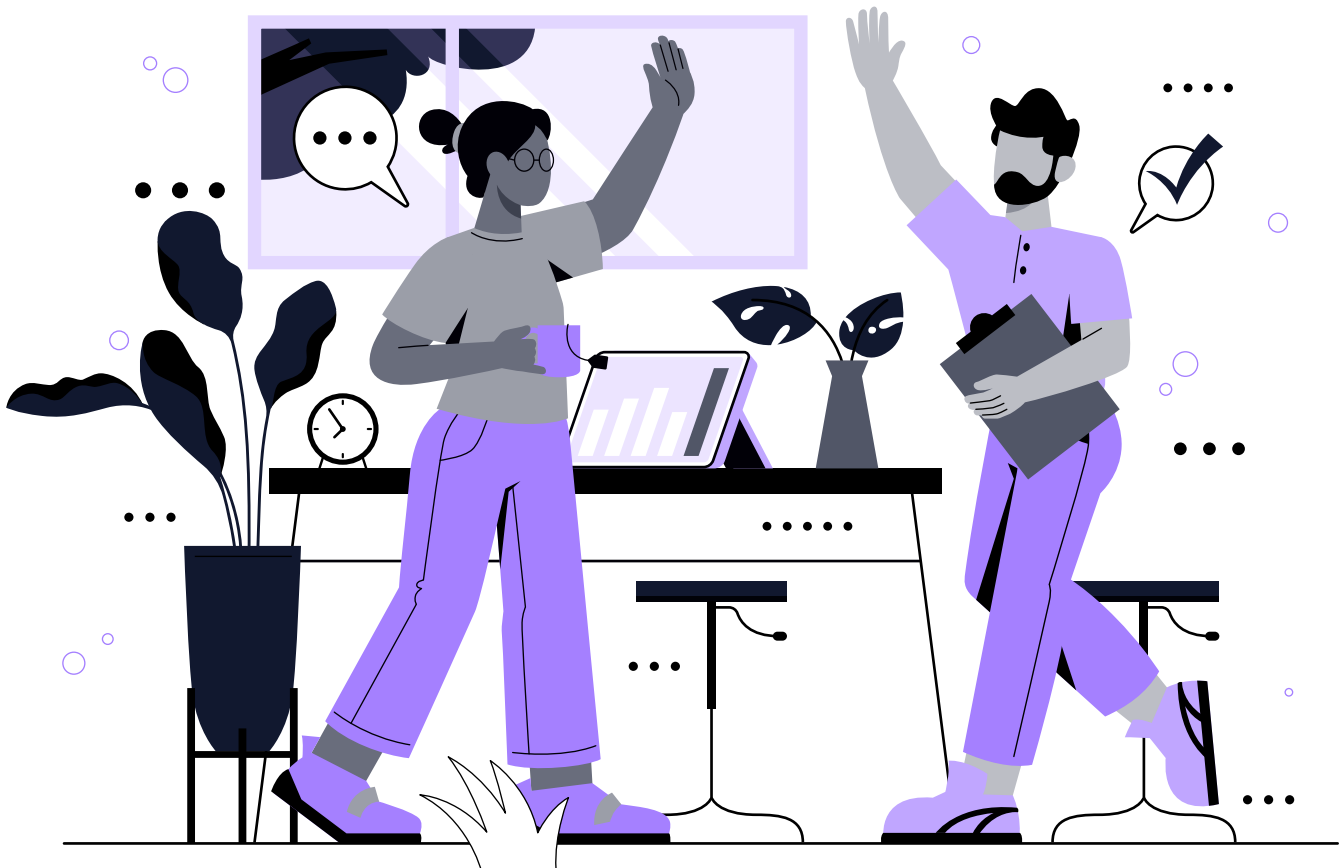
## \$1M

TARGET • 2030

Multi-year campaign supporting Academy development, capital formation, and permanent growth infrastructure.

FUNDING	WHAT IT SUPPORTS	BEST DONOR PROFILE	STEWARDSHIP
<b>Annual Operating Fund</b>	Administration, compliance, fundraising systems, communications, and organizational backbone	Board members, alumni, recurring donors	Quarterly updates & annual summary
<b>Restricted Program Funds</b>	Scholarships, fellowships, convenings, community programs, grants, and public initiatives	Program-aligned donors, sponsors, foundations	Program reports tied to agreed outcomes
<b>Leadership Academy Capital</b>	Concept design, curriculum development, site exploration, pilot infrastructure, named spaces	Major donors, anchor partners, campaign champions	Milestone reporting & campaign prospectus

FUNDING	WHAT IT SUPPORTS	BEST DONOR PROFILE	STEWARDSHIP
<b>Reserve &amp; Contingency</b>	Cash stability, continuity protection, and risk buffering during uneven cycles	Governanceminded donors, leadership gifts	Board oversight & restricted reserve reporting
<b>Legacy &amp; Endowment Pool</b>	Intergenerational permanence and long-horizon capital	Estate donors, legacy families, major philanthropists	Legacy recognition & long-term investment reporting



## 09 — TRUST INFRASTRUCTURE

# Governance, Compliance & Institutional Credibility

Ambition must be matched by visible governance maturity. Every signal of discipline makes future partnership more likely. Governance is not backstage administration — it is part of the value proposition.



## 501(c)(3) Public Charity

Define curriculum logic, governance model, partnership strategy, audience definition, and case for support. Launch the Leadership Academy Fund.



## Candid Seal of Transparency

Awarded by Candid for sharing comprehensive, verified information about goals, strategies, and results — a trusted signal for institutional donors



## Board & Committee Governance

Alumni board with diverse professional backgrounds across finance, law, public service, and international development with clear committee ownership.



## Financial Discipline

Dual-approval logic for meaningful expenditures, documented disbursement procedures, conflict-of-interest policies, and milestone-based grant releases.



## Public Reporting

Annual narrative and financial snapshot, timely compliance filings, and transparent donor records maintained to the highest standards of nonprofit accountability.



## Digital Presence & Accessibility

Public-facing website, donor communications platform, and digital storytelling channels that make Askêsis accessible to partners across the diaspora.

## 10 — MEASUREMENT

# Success Indicators

Measurement communicates scale, seriousness, and institutional maturation. Askêsis tracks five dimensions of organizational health.

## 1 REACH

Scholars, fellows, participants, mentors, families served, communities engaged across the Caribbean and diaspora.

## 3 CAPITAL

Annual giving, sponsor conversion, major-gift pipeline, reserve growth, and campaign commitments secured.

## 5 NARRATIVE

Donor retention, repeat sponsors, public engagement, and flagship storytelling assets produced annually.

## 2 QUALITY

Completion rates, participant feedback, partner satisfaction, and flagship event quality scores.

## 4 GOVERNANCE

Board attendance, committee cadence, policy adoption, reporting timeliness, and audit readiness.

## 6 LEGACY

Endowment growth, Academy milestones, cohort alumni achievements, and generational impact on Caribbean leadership pipelines.

*"In our context, people have every reason to be skeptical of beautiful ideas that are not supported by systems. So our pledge is simple: Askêsis will grow with seriousness. We will not confuse visibility with impact, or prestige with readiness. We will earn scale by delivering well, stewarding trust, and proving that excellence can be organized with integrity."*

— DANIEL FILS VERNA & RANDY MARVIS JOSEPH, CO-FOUNDERS



# An Invitation to Build

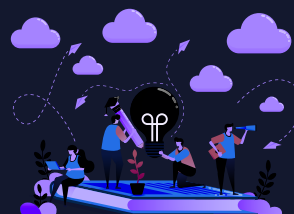
Askêsis enters 2026 with a clearer identity and a more disciplined proposition. The next chapter requires builders.



Fund Scholarships & Fellowships



Sponsor Programs & Convenings



Join the Founders Circle for the Academy



Partner as University, NGO, or Corporation



Provide Technical Expertise or In-Kind Support



Contribute to the Legacy & Endowment Pool

[support@askesisfoundation.org](mailto:support@askesisfoundation.org) • [askesisfoundation.org](https://askesisfoundation.org) • EIN 33-3238915

# One Legacy Many Futures

## Contact Us

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501(c) (3) Public Charity

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