

SOCIAL INNOVATION ACADEMY

Transforming Challenges into Opportunities

**Partnership for
the creation of a
new SINA Community**



WE ARE THE CHANGE WE WANT TO SEE IN THE WORLD

Just as mycelium—the vast, interconnected fungal networks beneath forest floors—quietly expands by distributing nutrients, signals, and support across seemingly separate plants, SINA's scaling approach is through replication to scale the impact rather than the organization. Each SINA Community is locally self-organized, for the community and by the community. All SINA Communities form an interdependent community ecosystem, drawing on collective wisdom and shared resources. The success of one community enhances the resilience and vitality of the entire ecosystem

People, organizations or communities interested in SINA typically send three local youth for 12 months (starting in June every year) into an existing SINA Community in Uganda to have a deep personal transformation and for the full experience of the SINA Framework. For most participants the experience is so valuable that they wish to pay it forward to others. Similar to seeds have all the DNA to flourish in a new environment, a replication team is trained and equipped with everything needed to flourish and adapt to the new environment.



Imagine marginalized communities actualizing their fullest potential and creating their own sustainable solutions in the form of social enterprises and thus lifting themselves out of poverty...





OUR PURPOSE

REGENERATIVE COMMUNITIES IN A FREESPONSIBLE WORLD.

*Freesponsibility

A word coined by SINA combining freedom with responsibility. It is the awareness of the positive and negative effects the execution of freedom has on others and the environment.

**Regeneration

Continuous improvement in all aspects of work, life, and learning instead of sustaining the status quo. It involves understanding SINA as a living system with an evolutionary purpose, emphasizing a systems view and a decentralized organizational design with distributed authority.

23 SINAs so far



DR Congo

Social Entrepreneurship Academy
Congo Innovation Academy

Kenya

Global Innovation Valley

Tanzania

Njombe Innovation Academy
Ubunifu Foundation

Uganda

Jangu International
Arise Youth Foundation
SINA Loketa
Youth Innovation Hub
Kamuli Innovation Hub
Tunaweza Academy
Lazima Innovation Hub
Kiira Innovation Academy
Patapia Innov8
Cosmo Foundation
OPPORTUNIGEE
Kirooto Innovation Academy
Twero Innovation Academy

Cape Verde

Morabeza Innovation Academy

Rwanda

Ikaze Innovation Academy

Zimbabwe

Transformation Innovation Hub

Nepal

Hope Innovation Academy

Nigeria

Dikko Innovation Academy



SINA Community Ecosystem

Current State (2025):

1.000

SINA Scholars

23

SINA Communities
in 9 countries

120+

Social Enterprises

1.600+

Jobs Created

Vision 2035:

75.000

SINA Scholars

1.000

SINA Communities

100.000

Social Enterprises

1.000.000

Jobs Created



THE SINA FRAMEWORK

The [SINA Framework](#) combines progressive and transformative ways to learn, work and live through its Empowerment, Enterprise and Community pillars.

Like caterpillars unable to imagine they can transform and fly, marginalized youth and refugees discover their purpose and become social entrepreneurs while leveraging existing strengths to turn challenges into opportunities. By taking on responsibilities and roles to run SINA, we create our own curriculum and gain the skills and experience necessary to develop social enterprises. Unlike in formal educational institutions, we do not graduate with a certificate and drown in unemployment. Graduation happens when a social enterprise is financially self-sustainable and jobs have been created.

OUR SINA FRAMEWORK INCLUDES A 5-STAGE EMPOWERMENT MODEL :

1. CONFUSION STAGE

Also referred to as “Applied Social Innovation”, the initial step is an intense and structured three months training about unlearning limiting beliefs, eliminating the fear of failing, expanding one's comfort zone, discovering oneself and one's personal purpose, and setting goals and action steps to achieve the personal goals. It focuses on personal development, self-reflection, building a growth mindset, and the ability to challenge ourselves. It is experiential, problem-based learning by doing in a responsible way.

2. EMERGING STAGE

We use Holacracy to self-organize and gain hands-on experience in accounting, logistics, and outreach, building our own curriculum through the roles taken. Through Freesponsibility, we understand the impact of our actions. Decision-making goes beyond hierarchy or consensus, with role-holders holding each other accountable. Teams conduct customer research to validate new social enterprise ideas. We stay as long as needed, continuously growing and contributing to the community.

3. CONCENTRATION

Five-day bootcamp for social enterprise ideas and teams to validate assumptions and gain traction. We pitch to judges and can receive prize money for further implementation. Working spaces and mentoring are provided. Those not chosen try again in the next bootcamp, returning to the Emerging stage to continue growing in skills and abilities until another idea gains traction.

IMPACT ON SDGS:

1 NO
POVERTY



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



17 PARTNERSHIPS
FOR THE GOALS



4. LINKING STAGE

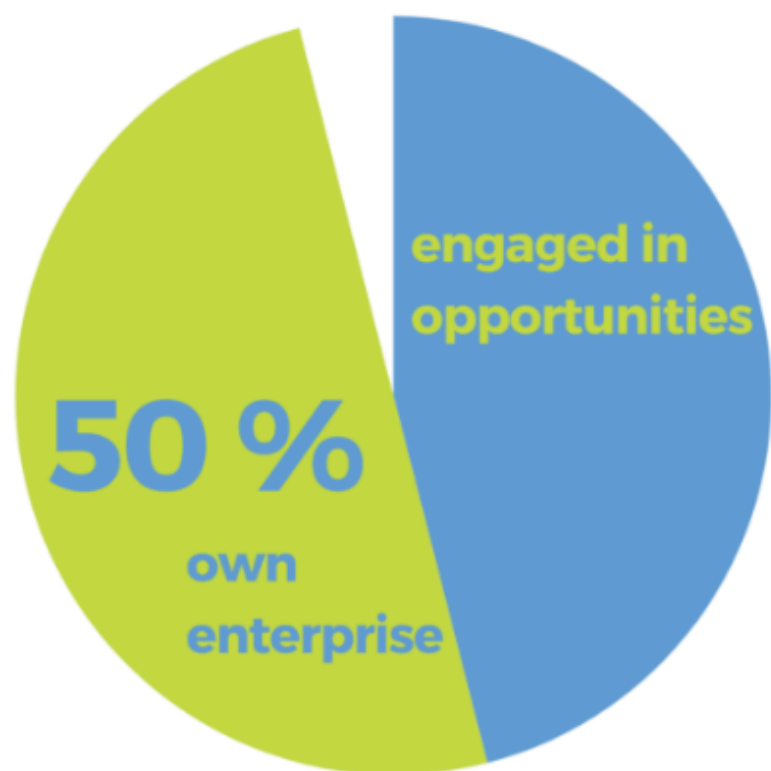
Suppose an enterprise has generated revenues of at least 150 USD per month for three consecutive months. In that case, it enters the linking stage, where it is supported to formalize, register and be accelerated through intense mentoring to grow the impact and create financial forecasts, pitch decks and a business plan. Enterprises from all SINAs can apply to the SINA Acceleration Program to further scale their impact and receive support.

5. MASTERY STAGE

We have graduated from SINA with our own jobs and social enterprises established instead of a certificate. In the final path, called the Mastery Stage, alumni usually stay in close contact with SINA and often become mentors and coaches of new scholars to pass on the skills and experiences gained. At this stage, the social enterprise is financially self-sustainable and has substantial positive social and/or environmental impact.



SINA ALUMNI 3-5 YEARS AFTER SINA



DIRECT IMPACT ON SCHOLARS

We have seen a deep personal transformation of SINA scholars. As caterpillars eventually become butterflies, in SINA, the person transforms through discovering their purpose and gaining a growth mindset of possibilities. Many youths, who seemed to have given up on life or resorted to coping mechanisms such as drugs or alcohol, found a new purpose in life and gained the skills to create a social enterprise that often supports others as well.

SINA alumni earn 3x more than the control group who never entered SINA. Alumni also experienced a shift in monthly income from zero or close to zero through infrequent small daily jobs before SINA to formal and monthly salaries of typically \$50 - \$130 USD till as high as \$1,250 USD, lifting themselves out of poverty, while supporting others to do the same.

Beyond formal enterprises born at SINA, entrepreneurial seeds have flourished, giving rise also to informal businesses that provide additional income opportunities for alumni who did not give birth to an enterprise while at SINA. A 2023/2024 study of 100 alumni found that 50% run their own enterprises, and historical data suggests that for every formal business launched in SINA, three to five informal enterprises emerge.

We confidently estimate an additional 360 informal enterprises exist due to SINA, contributing another 1,000 jobs and further strengthening economic resilience.

What is a SINA

A SINA is a locally owned, self-organized and independent community and organization running on the SINA Framework.

By taking on responsibilities and roles through distributed authority, youth between the ages of 16 to 30 years gain relevant skills and create social enterprises while leveraging existing strengths to turn challenges into opportunities.



The Replication Journey to become a “Changemaker-maker”

The SINA Framework needs to be experienced deeply in order to be replicated successfully. In our “Replication Journey” (also called “Changemaker-maker” Journey, happening at Mpigi in Uganda, new teams are equipped with everything necessary to create their own SINA. The first six months are spent going through the Confusion and Emerging stages, taking up responsibilities and in co-facilitation. At the same time, additional training equips the team with background information and reflections about the design and what they are going through. Finally, the team enters the Concentration Stage with their Social Enterprise to create their new SINA Community and develop its implementation and sustainability plans. The team is equipped with everything needed to successfully implement SINA



The Replication Journey

The founding team consists ideally of three individuals from a local community. They will be trained and certified by SINA in the following to allow successful replication:

- Life Coaching
- Personal Development Training
- Professional Development Training
- Learner-Centered Facilitation
- Social Entrepreneurship Development and Mentoring
- Financial Management and Fundraising
- Self-Organization (Holacracy)
- Monitoring and Evaluation
- Safeguarding

The final six weeks of the replication journey are putting the team to the test in another SINA to apply their learning and co-run the community. After, the team is ready to return and create their own SINA community. A local organization is registered and the space set up (either constructed using, e.g., upcycling plastic bottle construction or renting a space).



The Replication Journey

While the community is shaping, first “scholars” join and start with the Confusion Stage, using the available infrastructure. After three months, the pioneer scholars enter the Emerging stage and take over the responsibilities in running and setting up the community. A core team forms of usually five to seven individuals (including the original Replicators/ Co-Founders) who run the SINA together. A regenerative cycle is forming whereby beneficiaries become co-owners and run the community, learning the skills they need for their own enterprises in the process, while keeping organizational costs low. One day they leave with their own enterprises and others continue the cycle.



SINA Changemaker-Maker Experience Map



This map describes the Changemaker-Maker journey of a replication team as a SINA Community moves through the SINA Framework stages.

CRAFTING THE SEEDS

ROOTING

FLOURISHING

REGENERATION

ECOSYSTEM

APPLIED STAGE



EMERGING STAGE



CONCENTRATION STAGE



LINKING STAGE



MASTERY STAGE

ENTRY REQUIREMENTS INTO THE STAGE

- 2 - 3 committed youths from disadvantaged backgrounds on ground at a SINA Community in Linking or Mastery Stage
- Signed Letter of Intent by each individual

- Registration & compliance to locally operate
- Own organizational bank account
- At least two badges within the team in each area of personal development, professional development and finance
- At least 20 scholars active in parallel stages of the SINA Framework

- Strong team of 5+ partners with all key badges attained in personal development, professional development and finance
- 1+ Concentration stage bootcamp participation within 9 months
- 1+ enterprise qualified for the SINA Acceleration Program every year
- Scholars parallel in all stages of SINA Framework

- Consistently 6% or more of scholars taken in qualify for Acceleration Program
- Meeting the SINA License Quality Standards of consistent high scholar growth
- Crafting partnerships in the local or national wider ecosystem

- Full financial self-sustainability for core operations, proven over time
- Consistent SINA Framework quality standards across cohorts
- Proven SINA ecosystem contribution (has successfully hosted and coached replication teams)
- Active partnerships and recognition in the relevant local ecosystem

ACTIVITIES

- Unlearning
- Overcoming limiting beliefs
- (Personal) purpose discovery
- Purpose alignment
- Nonviolent Communication
- Goal-setting
- Life-coaching
- Personal reflection
- Mindset shift
- Understanding the "Why" behind the SINA Framework
- Trained and Certified through badges in Personal & Professional Development and Finance

- Identifying and selecting pioneer scholar cohorts
- Scholars creating own curriculum through Holacracy and taking over responsibilities & roles in freeresponsible self-organization
- Design Thinking and understanding a problem deeply with empathy
- Social Enterprise Development
- Regular check-ins with SINA Global
- Peer exchange with other SINAs
- Growing the team from pioneer scholars to reach 5-8 individuals who also attain badges

- Hosting joint bootcamps
- Active participation in the SINA Ecosystem (via governance proposals, sharing of tensions, best practices and supporting new SINAs)
- Data Collection
- Detailed impact measurement of scholar and enterprise growth
- Strong financial accounting
- Independent fundraising and revenue generation

- Acting as a replication hub for crafting the seed of new SINA Communities
- A regenerative cycle is in place, with key roles held by former scholars, while the original replicators graduate into their own social enterprises or other next impact opportunities
- Continuous improvements and processing tensions into the SINA Ecosystem to collectively evolve the SINA Framework

- Strengthens the regenerative cycle, with former scholars holding key roles and continuous development of new role holders
- Maintains full financial self-sustainability through diversified income and internal controls
- Acts as a trusted local ecosystem player
- Serves as a replication and quality hub, training further replication teams and co-stewards the SINA Ecosystem

TIMELINE

6 - 12 months

ca. 12 months

ca. 18 months

2- 5 years

lifelong

OUTCOME

Replicators went through the SINA Framework themselves and wish to give it forward to unleash potentials of other youths. Replicators gained the skills and experiences needed to make that happen

Organizational stability, empowered scholars and first Social Enterprises emerge and qualify for the SINA Acceleration Program because of consistent impact and revenue

The SINA Community becomes a full member of the SINA Ecosystem for shared stewardship and voting rights

A SINA Community linked into the SINA Ecosystem, delivering consistent scholar transformation through the SINA Framework and graduating cohorts into social enterprises and decent work

A financially self-sustaining SINA Community with consistent quality and systemic impact into the wider ecosystem while modelling freeresponsibility

A Community Ecosystem



After about the first year of implementation, the new SINA is ready for becoming officially a “member of SINA” and its Community Ecosystem. Collaborative learning, exchange and opportunities exists between all the SINAs, who collectively steer and improve the SINA model through best practices.

SINA described by scholars:

"After becoming a refugee in Uganda, I lived a life of struggle trying to contribute anything I could to my family through small and informal business activities.

When I joined SINA, my understanding of business changed. From just making profits, I saw how I could also help make the lives of others easier."

–Rebecca Aime

"I'm living my dreams and not dreaming my life!"

–Joseph Bwinika

"SINA is a dream-maker and has made my dream a reality. I realized how best I could use the challenge I had growing up and make a better life for myself but also for the community. It helped me realize that what I faced in the past does not define me but what I decide to do forth is what actually defines me."

–Janet Aguti

"SINA has made me become the person I have been praying to be and restored faith in me to stand, fight and move out of my comfort zones. One of my biggest learnings is that we all need to be proactive rather than just respond to situations. We do need hope, but what we need even more is action. Once we start to act, hope follows."

–Evode Hakizimana Havyarimana

Replication Options

A) Full Emersion: 3 youths - 12 months in Uganda

Our preference with proof of successful implementation 17x.

Timeframe from start to full implementation: 15 months

B) Blended: 1 - 2 youths spend 6 months in Uganda and an experienced SINA team of 3 comes on ground to help get started for 4 - 6 months

Prototype Implementation is happening in 2025 in Nigeria and Nepal

Timeframe from start to full implementation: 9 months

C) Flying: An experienced SINA team comes on ground and gets a regenerative cycle running within 9 - 12 months

Available only from 2026 onwards

Timeframe from start to full implementation: 6 months

Replication Costs

A) Full Emersion (9.000 € with 2, ideally 13,500 € for 3)

- 4.500 € per person for 12 months in Uganda, includes accommodation, full board, all training and costs in Uganda

B) Blended (ca. 10.000 €)

- 2.500 € per person for 6 months in Uganda, includes accommodation, full board, all training and costs in Uganda
- 5.000 € for the team of 3 from Uganda in the new community for 4 - 6 months
- Plus (if needed) transport/ flight costs, visas, accommodation of the Ugandan team in the new community

C) Flying (ca. 10.000 €)

Expected Running Costs

(ca. 65,000 € for the first 3 years)

Ca. 1.000 to 2.000 US Dollars per month for 50 to 100 youth to unleash their potentials and become social entrepreneurs in a Least Developed Country.

A structure of a monthly reduction of 3% has proven successful to allow the new community stability for 3 years while also NOT getting them dependent.

More is needed in other countries and it will depend on the local costs

After the first 3 years of implementation, the SINA Community shall be financially self-reliant! This has worked well in most cases so far!

Costs not Included

- Transportation or flight costs to Uganda, visa (50 USD for every 3 months)
- Health insurance (if needed)
- Pocket money for the individuals in Uganda (max. 100 € monthly)

Some of previous Replication Partners:



SIEMENS | Foundation



Questions?



Schedule a free call with us or get convinced by talking to recent replication journey graduates directly to get their insights.

Write to: info@socialinnovationacademy.org