# BaD

# Build a DAO Ethiopia

## Building Africa's Decentralized Future

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**Whitepaper & Community Handbook**

Version 1.0 — 2025
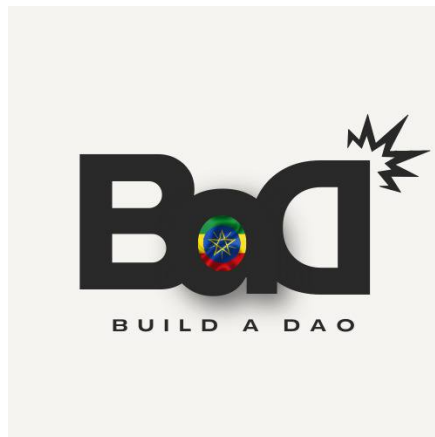
# Contents

# Executive Summary

**Who we are:** Build a DAO Ethiopia (BaD Ethiopia) is a student‑founded, community‑first organization evolving into a fully operational DAO. We turn curiosity into capability and capability into careers — by training students in Web3, funding community projects, and connecting Africa's youth to real opportunities.

**Why now:** Africa is the youngest continent. With ~75% under 27 — many in universities — the window to seed long‑term digital prosperity is open right now. Web3 offers tools for ownership, transparency, and permissionless collaboration. BaD Ethiopia is the on‑ramp: credible programs, local leadership, and a path from first workshop to first job.

**What we do:** We run bootcamps, hackathons, residencies, and an annual confer‑ence; we incubate student projects; we place talent in internships with partner ecosystems; and we operate a transparent, rotating‑governance model to allocate resources to the highest‑impact ideas.

**How we're different:** We're a DAO without speculation. No governance token. No hype. Just accountable, rotating councils, clear proposals, public reporting, and a culture that rewards doing. We start in Ethiopia and scale across East Africa via a hub‑and‑chapter model.

**Mission:** Empower Africa's next generation through decentralized education, prac‑tical experience, and community‑driven opportunity.

**Vision:** By 2030, launch Africa's first DAO‑driven Blockchain University and posi‑

tion student‑led R&D and startups as a new economic engine.

**Current Partners:**

Kambria     Web3Compass     Dev3pack     Web3 Africa

Ethiopia Blockchain Week     Build a DAO     Pizza DAO     Xerxis

**Roadmap Highlights**

**2025**   Chapters in 10+ universities; 3 hackathons; 1 national conference; 500 trained; 30 projects; 10 internships.

**2026–27**  Residency + incubation at scale; 2,000–5,000 trained; East Africa expansion; policy pilots with universities.

**2028–29**  Accredited modules; Africa DAO Summit; multi‑year funding; 20,000 community members.

**2030**   Launch the Blockchain University (first cohort).

**Call to action:**

- **Students** — join a chapter.
- **Partners** — mentor and hire.
- **Policymakers** — co‑create curriculum pilots.
- **Investors** — back the pipeline.

**GM. Poverty is the enemy — and we intend to beat it together.**

# Problem Statement

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### *The Talent Is Here, The Pathway Is Not*

Africa is not short on talent; it is short on pathways. In lecture halls across Addis Ababa, Mekelle, Hawassa, Nairobi, Kampala, Kigali, and beyond, students are teaching themselves Solidity at midnight, sharing GitHub gists over flaky WiFi, and following global hackathons from dorm rooms. Yet the distance between curiosity and career remains stubbornly wide. Curricula trail industry; practical exposure is rare; and the networks that turn a project into a job often sit far from campus. The result is a quiet leak of potential — bright minds who never get the shot to build at the frontier.

At exactly the same time, the core ideas of Web3 — programmable trust, verifiable ownership, and community governance — map cleanly to real African challenges: transparent public procurement, community savings groups, remittance rails, agri-cultural supply chains, and identity systems that travel across borders. But most students only meet these ideas as headlines, not as hands-on labs. They might deploy a token once; they rarely ship a production-grade application, cofound a team, or navigate the "messy middle" of building with users.

> A **missing middle** connects awareness to outcomes. BaD Ethiopia exists to build this missing middle.

We take students from first principles to first deployments, from side projects to paid internships, and from campus clubs to companies. We do it with community governance, clear standards, and a culture that values consistency over virality. Our bet is simple: when students are given a credible path, they run.

# Chapter 2

# Mission & Vision

*A Rallying Cry With Receipts*

### Mission

Empower Africa's next generation through decentralized education, practical experience, and community-driven opportunity — transforming students into builders, researchers, and leaders who shape Africa's Web3 future.

### Vision

A resilient, pan-African Web3 ecosystem — led by students — where education, opportunity, and ownership are accessible to every aspiring builder, culminating in the launch of Africa's first DAO-driven Blockchain University by 2030.

We write our mission and vision as **operating constraints**, not wall art. Every program we run must answer two questions:

1. Does this increase the surface area of opportunity for students **today**?

2. Does this compound into institutional capacity for **tomorrow**?

When the answer is yes twice, we go. When it is not, we re-design or we stop.

# Chapter 3

# Core Values

*What They Look Like Day to Day*

**Decentralization**  We distribute decisions. Chapters propose; councils facilitate; the community votes. Power rotates; context stays public.

**Build in Public**  We publish curriculum, event retros, and budgets. Progress beats polish. If it helped us, we share it.

**Ownership & Accountability**  Funds follow milestones. Reports are short, regular, and honest — what shipped, what slipped, what we learned.

**Continuous Learning**  We treat education like product: iterate weekly, measure outcomes, sunset what does not work.

**Community First**  People over protocol. We design for access: mobile‑first materials, local language sessions, and welcoming on‑ramps.

**Collaboration Over Competition**  Chapters remix each other's playbooks; partners co‑host; we credit generously.

**Experimentation & Innovation**  Small bets, clear hypotheses, fast feedback. We fail forward in the open.

**Fairness & Equity**  We budget for inclusion — travel stipends, access grants, and flexible scheduling to meet students where they are.

**Transparency**  Proposals, votes, and budgets are visible. Quarterly financial sum‑

maries are published to the community.

**Sustainability**  We plan sprints and seasons. Burnout helps no one; consistency compounds.

# Chapter 4

# Strategy

*Four Pillars With Compounding Effects*

1. **Standardize DAO Practice.** Publish a replicable operating model: proposal templates, review criteria, reporting cadence, and governance rotation rules. Make it trivial for a new chapter to stand up credible operations in weeks, not months.

2. **Activate Communities.** Host workshops, hackathons, and residencies that move students from theory to practice. We emphasize local relevance — supply chain proofs, remittance UX, or cooperative finance — so skills feel immediately useful.

3. **Bridge Web2 to Web3.** Support startups and established companies that want to experiment with on‑chain rails. Student teams prototype; partners provide problems, datasets, and mentorship; the community reviews results in public demos.

4. **Build the Ecosystem.** Chapters, ambassadors, mentors, and partners form a mesh. As the mesh densifies, opportunities find students faster and talent flows back into the ecosystem as mentors and funders.

# Chapter 5

# Programs Overview

*From First Workshop to First Job*

**Education**  Modular curricula for beginners to advanced builders. Each module ends in a shipped artifact — a contract, a dApp, or a prototype with users.

**Hackathons**  The fastest way to learn is to build under pressure with friends. We design events around real constraints and relevant problems, with mentors on call.

**Residency**  A selective 6–12 week sprint where teams receive mentorship, resources, and a clear runway to demos. Residents publish weeklies; mentors track velocity.

**Incubation**  For teams with traction. We focus on founder skill building: user interviews, security review, partner pilots, and go-to-market basics.

**Career Pipeline**  We curate internship tracks with partners. Graduates enter real teams; we track placements and outcomes transparently.

**Annual Conference**  The moment the ecosystem meets itself: demos, hiring, policy roundtables, and cross-border collaboration.

# Chapter 6

# Education

*Curriculum, Delivery, and Outcomes*

## 6.1 Curriculum

Cryptography basics; Ethereum fundamentals; smart contracts; DAOs; wallets & key management; L2s and ZK; oracles; security; and ethical design. Every unit pairs theory with labs and a small capstone that gets reviewed by peers and mentors.

## 6.2 Delivery

Campus workshops, cohort-based bootcamps, and self-paced online tracks. Materials are mobile-friendly and localized where possible. Office hours are predictable; recordings are organized; assessments are fair and practical.

## 6.3    Outcomes

Certificates reflect shipped work, not just attendance.  A graduate can explain tradeoffs, read contracts, and reason about threats. They leave with a portfolio, references, and a community that knows their name.

## Chapter 7

# Hackathons

*Real Problems, Real Mentors, Real Time*

We design hackathons around constraints students will face in the wild: limited time, imperfect data, real users, and the need to tell a clear story. Challenges map to local use cases: agricultural traceability, transparent grants, student credentialing, or neighborhood savings groups.

Mentors serve as unblockers, not gatekeepers. Teams demo to a panel that scores usefulness, robustness, user experience, and learning depth. Winning is great; shipping is better. We invite promising teams to residencies or incubation.

# Chapter 8

# Residency & Incubation

*From Prototype to Product*

## 8.1  Residency

A focused window to turn a promising idea into a credible prototype. Residents receive structured mentorship, milestone coaching, and exposure to partner prob-lem owners. The emphasis is momentum: small, trackable wins that stack into something real.

## 8.2  Incubation

Teams with traction get extended runway to validate users and business models. We guide security reviews, pilot design, and funding strategy. Our posture is founder-first: teach durable skills, reduce risk, and build networks that last beyond any single project.

# Chapter 9

# Ambassador Program

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*Local Leaders, Shared Playbooks*

Ambassadors are student builders who love to organize. We train them on facilitation, curriculum delivery, lightweight governance, and community care. They run meetups, recruit mentors, and keep the feedback loop alive between chapters and the DAO.

We invest in their growth with coaching, travel stipends for major events, and priority access to internships and residencies. Ambassadors make scale human.

# Chapter 10

# Career & Internship Pipelines

*Credible Paths Into Real Teams*

We turn learning into earning by brokering clear pathways into internships and junior roles. Partners publish roles and desired skills. We maintain a living talent map of graduates and their portfolios.

Matching is merit‑based and transparent; we share outcomes publicly. Students get an on‑ramp; partners get pre‑screened, motivated talent; and the ecosystem keeps its best minds in the game.

# Chapter 11

# Governance

*Rotating Councils, Written Proposals, Shared Decisions*

Governance is where values become verbs. BaD Ethiopia's **Rotating Governance Council (RGC)** has five members elected from the twelve-person core team for six-month terms. The council facilitates proposals, ensures policy compliance, manages conflict resolution, and co-signs large disbursements. Members can serve two consecutive terms, then take a six-month break. This design keeps context while preventing power from ossifying.

Any member or chapter can propose. Proposals follow a standard template; the relevant guild helps refine scope and milestones; the community discusses for 7–14 days; and the core team votes. Simple majority (7/12) approves most items; strategic or large-budget decisions require a supermajority (9/12).

# Chapter 12

# Governance Lifecycle

*From Idea to Execution*

1. **Idea.** A chapter, ambassador, or guild drafts a one-page outline describing the problem, proposed solution, budget, and milestones.

2. **Draft.** The relevant guild pressure-tests scope, risk, team capacity, and timeline. Weak ideas improve or withdraw quickly.

3. **Review.** The RGC checks for completeness, alignment with values, and conflict of interest disclosures.

4. **Community Discussion.** 7–14 days in a public forum. Questions clarify assumptions; edits tighten execution plans.

5. **Vote.** Core team votes; outcomes and rationales are recorded. Approved proposals get a tracking page and assigned facilitators.

6. **Execution.** Teams ship against milestones. Monthly updates show deliverables, blockers, and budget health.

7. **Close Out.** A concise final report summarizes impact, code links, and learnings. Good projects become templates for others.

# Chapter 13

# Fund Management

*Control Without Chaos*

We do not use multisig wallets. Instead, a **Fund Management Committee (FMC)** of three rotating members administers disbursements with dual approval, and the RGC co‑signs large releases above a published threshold. Custody leverages reputable providers for crypto assets and licensed bank accounts for fiat. Separation of duties prevents conflicts: FMC members cannot approve funds to teams they directly contribute to.

Quarterly financial summaries list inflows, outflows, active grants, and runway. A public dashboard shows project budgets, milestone status, and payout history. The principle is simple: sunlight builds trust, and trust accelerates collaboration.

# Chapter 14

# Risks & Mitigations

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*Clear-Eyed and Prepared*

**Regulatory** Legal environments evolve. We avoid tokenized governance and document compliance practices for partners and chapters.

**Security** Smart contracts fail when rushed. We scope audits for mission-critical code and teach secure-by-default patterns in the curriculum.

**Operational** Student orgs churn. Rotations, documentation, and mentorship guardrail continuity.

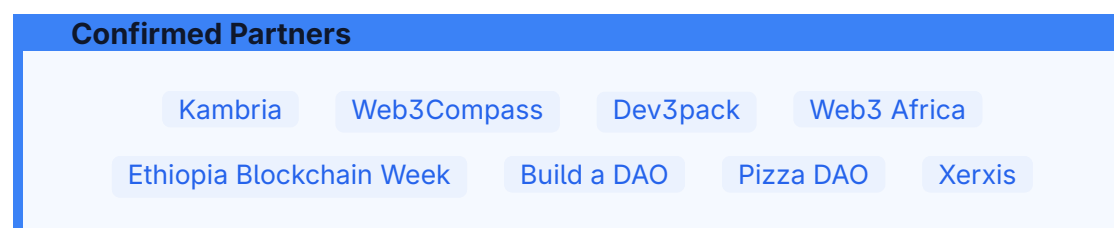**Funding** Grants fluctuate. We diversify revenue with sponsorships, paid trainings, and partner programs.

**Equity** Access is not uniform. We budget for inclusion (devices, data, travel) and localize materials to reduce friction.

# Chapter 15

# Partners

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*A Mesh Network, Not a Mailing List*

Our current partners provide mentorship, venues, curricula, and hiring pathways. We build with those who build with students.

| Confirmed Partners |
|---|
| Kambria   Web3Compass   Dev3pack   Web3 Africa |
| Ethiopia Blockchain Week   Build a DAO   Pizza DAO   Xerxis |

Partnerships are scoped to outcomes: number of students trained, internships offered, mentors committed, challenges hosted, or projects incubated. We publish joint retros so both sides learn.

As we expand to East Africa, we will welcome universities, hubs, foundations, and ecosystems aligned with student-first impact and transparent practice.

# Chapter 16

# Team

*12 People, Many Hats, One Rhythm*

We operate as guilds with rotating leads — no bosses, just stewards.

## 16.1   Founders' Circle

**Biruk Habteyohannes** (Co-Founder & Team Lead); **Biruk Mesfin** (Co-Founder & Team Lead). They set vision, steward partnerships, and shepherd cross-guild proposals.

## 16.2   Technical Guild (5)

Bewenet Addisalem; Anasimos Derbe; Amanuel Mandefrow; Kalkidan Yishak; Biruk Yoseph. They own contracts, infra, curriculum tech, and hackathon support.

## 16.3   Production Guild (3)

Eden Mengste; Soliyana Kibrom; Suraphel Alemu.  They handle brand, design, media, and event production.

## 16.4   Events Guild (1)

Led by Eden Mengste with support from Production — logistics, vendors, and timelines.

## 16.5   Project Management (1)

Yordanos Mengistu — operations, workflows, reporting.

## 16.6   Community Guild (1)

Simon Hailu — Discord/Telegram, ambassadors, community care.

# Operating Cadence

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*Rituals That Keep Us Moving*

We win through rhythm. Weekly guild standups keep tasks unblocked. Weekly cross-guild syncs align priorities. Monthly community calls showcase demos and invite feedback. Quarterly governance retros ask hard questions: What shipped? What stalled? What will we change?

We keep a living operating manual: decision logs, proposal archives, event playbooks, and curriculum updates. When a new student joins, they find a highway, not a maze.

# Chapter 18

# Proposals

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*Clear, Comparable, and Coachable*

Proposals share a common skeleton so reviewers compare apples to apples: problem, solution, milestones, budget, team, risks, and KPIs. Review focuses on clarity, feasibility, and community value. Small grants move fast; big grants demand deeper evidence.

Every funded proposal gets a public page with status, owners, and dates. If scope changes, we amend in the open.

# Chapter 19

# Metrics

*We Measure What Matters*

We track output and outcome.

> **Outputs:** students trained; chapters active; events hosted; projects funded; mentors engaged.

> **Outcomes:** internships and jobs; production deployments; academic cred‑its; policy pilots; founder persistence.

Dashboards are public; reports are short and narrative‑rich. Numbers matter, but so do stories: we feature student journeys and partner retros to keep the "why" in view.

# Chapter 20

# Roadmap — 2025

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*Foundation and Proof*

**Chapters**  Establish 10+ university chapters with trained ambassadors and starter kits.

**Education**  Two national bootcamps; mobile-first self-paced track; 500 total learners complete projects.

**Hackathons**  Three regional events (Addis + two regional hubs) with local problem statements and partner mentors.

**Conference**  National conference for demos, hiring, and policy dialogues.

**Careers**  10 internship placements with partners; publish a public talent book.

**Governance**  Run two RGC rotations; ship quarterly reports and a transparent funding dashboard.

# Chapter 21

# Roadmap — 2026

*Scale Education, Formalize Careers*

**Chapters**  Expand to 20+ Ethiopian universities; deepen ambassador coaching.

**Residency**  Launch two residency cohorts; 6–8 teams per cohort with weekly demos.

**Incubation**  Start a light‑touch incubator focused on founder practice and partner pilots.

**Careers**  200 internship offers tracked; at least 50 placed with verified learning outcomes.

**Conference**  Host the BaD Ethiopia Conference with 500+ attendees and multi‑track programming.

**Policy**  Begin curriculum pilot conversations with universities.

# Roadmap — 2027

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## *East Africa, Deeper Pilots*

**Expansion**  Formal partnerships with universities in Kenya, Uganda, and Rwanda.

**Programs**  Run a Pan‑East Africa hackathon and a cross‑border residency cohort.

**Incubation Fund**  Establish a governance‑approved fund for student teams with milestone‑based release.

**Careers**  Systematize placements with partner ecosystems; alumni mentor the next wave.

**Policy**  Pilot accredited modules in select universities with faculty co‑design.

# Chapter 23

# Roadmap — 2028

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## *Institutional Adoption*

**Academia**  Accredited modules in at least five universities; train‑the‑trainer pro‑grams for faculty.

**Programs**  Residency + incubator become annual fixtures; playbooks published for replication.

**Partners**  Deepen relationships with global ecosystems for grants, research, and hiring pipelines.

**Conference**  Expand into a regional event with strong industry and policy presence.

# Chapter 24

# Roadmap — 2029

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*Global Positioning and University Prep*

**Funding**  Secure multi‑year commitments to underwrite scholarships, residencies, and core ops.

**Summit**  Host the Africa DAO Summit in Addis with 1,500+ attendees and a focus on credible, shipped work.

**University Prep**  Finalize legal model, governance, curriculum frameworks, faculty pipeline, and admissions criteria for a 2030 launch.

# 2030 — The Blockchain University

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We will launch Africa's first DAO-driven Blockchain University with degree and certificate paths in blockchain engineering, applied cryptography, decentralized governance, and responsible fintech.

Governance blends academic oversight with community accountability; curricula are co-created with industry; and capstones are judged by real users and partners. Admissions favor grit, curiosity, and execution.

The university becomes an engine for research, startups, and public-interest technology across the continent.

**Chapter 26**

# Ethics

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*Trust Is Our Most Valuable Asset*

We maintain a clear code of conduct: zero tolerance for harassment; inclusive spaces by design; and professional standards at events and online.

Conflicts of interest are disclosed in writing. Procurement favors local vendors when quality and cost are competitive. Data privacy follows best practice; we collect the minimum necessary and give participants control.

When we make mistakes, we say so, fix them in public, and move forward together.

# Chapter 27

# Communications

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*Clear, Kind, and Consistent*

Our tone is practical and optimistic. We write for understanding, not hype. Announcements are specific; wins credit contributors; retros name lessons without blame.

We maintain a contributor guide, social playbook, and a press kit for partners. The brand is consistent across chapters while leaving room for local personality. Clarity compounds trust.

# Chapter 28

# Inclusion

*Access Is a Feature, Not an Afterthought*

Talent is universal; access is not. We design programs around real constraints: data costs, device limits, family responsibilities, and language.

Where possible, we provide travel support, device lending, and stipends for high-commitment tracks. We schedule around exams and religious holidays, offer hybrid options, and publish materials that work offline.

> Inclusion is not charity — it is the shortest path to a stronger ecosystem.

# Chapter 29

# Closing

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*Join Us and Build What's Next*

BaD Ethiopia is a simple promise, held by many hands: when students are trusted with real responsibility, they rise. We are building the rails that let them do it: education that leads to shipped work, governance that treats people like adults, and partnerships that open doors.

- If you are a **student**, come learn and lead.

- If you are a **partner**, bring problems, mentorship, and roles.

- If you are a **policymaker**, co‑create pilots that prepare a generation.

> **GM. Poverty is the enemy — and we intend to beat it together.**