



2024 Annual IMPACT Report



SOI Foundation

Our Story. Progress, and Impact

2024 FY

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Board and Trustee's Message

Trustee's reflection on 2023

The year 2024, it's such an incredible year for SOI Foundation. This year saw us test a totally new strategy far away from what we usually priorities. The board and trustees are proud to see how our suggestions and guidance is shaping the future of the foundation, making it focus and capable of increasing its impact.



We recommended a more structured operations, reporting and impact measurement, it gladdens our heart that the leadership team of SOI Foundation had responded with the recruitment of a Head of people and culture, Head of programs, Head of Academy, head of partnerships and Technical leads. Additionally, we are glad to see the introduction of monthly reporting from all departmental heads with a quarterly presentation to feed us on the happening at the foundation including financial status.

With the 5 years strategic plan and financial policy and other policies in place, we believe SOI Foundation is becoming a more standardized entity with clear governance, check and balance and even more position to drive the mission of job creation for youths and women more than it has ever been.

We would like to continue to pledge our commitment to the vision and mission of SOI Foundation, to ensure the team gets the support needed to implement with excellence and collaborate with the right partners to scale their impact.

Thank you Joyous and team for all you do!

Mercy Adah

On behalf of the Board and Trustee

Introduction from Our Executive Director

Contextualizing the report

Dear valued partners, supporters, donors, Advisory Board and team members, Thank you for 2023. We made impact all because of you.

As we step into 2024, I am thrilled to share our reflection for the past year and our plans for the year ahead.

At SOI Foundation, we remain committed to our mission of creating sustainable jobs for youth and women through technical and digital solutions.

Building on the progress we made in 2023, we are poised to take our impact to the next level. Our new strategy till 2030 will guide our efforts to:

- Expand digital skills training programs to reach more vulnerable youths and women,
- Launch initiatives focusing on sustainable job creation and entrepreneurship,
- Strengthen partnerships with stakeholders to amplify our impact
- Foster entrepreneurship and job creation



I am grateful for the dedication of our team, the loyalty of our partners, and the generosity of our donors, supporters and Board. Your contributions have been instrumental in our journey so far.

In 2024, we aim to make a transformative impact on economic empowerment and job creation. I invite you to join us on this journey and look forward to working together to restore dreams and transform destinies.

Wishing you a happy, productive, and inspiring year ahead.

Joyous Dauda -

Executive Director

Organizational Profile

Who we are and what we are committed to at SOIFoundation



Brief History

SOI Foundation started as a charity vocation by our Founder and Advisory Board Member, Akoji John. Akoji, grew from humbled a background in Northern Nigeria, haven had personal experiences of deprivation, hunger, poverty and scarcity as a child, He became determined to support as many people he can to grow out of these negative situations. In 2012, he started visiting hospitals, prisons and orphanages, to support women, children and young people with in cash gifts and donations, WASH items and food; including organizing free empowerment seminar and skills training events for women and youths. Akoji was financing all these interventions from part of his personal income on a monthly bases. Not long,

he realized that there is only but little he can do alone. So to scale the impact of his efforts he began to share his passion and ideas with other people and gradually more and more people began to show interest in the vision of supporting vulnerable people with him and as the interest grew substantially; it developed into an association of young people and later in 2020, it became an independent registered Foundation (Singles Oasis International Foundation) as it is today with more than 24 active full time team members spread across Nigeria and UK. The organization is currently led by a 6 member leadership team and an Executive Director. In 2023 an Advisory Board was set up to support and guide the leadership team on the Governance of SOI Foundation.



Background of our Journey to sustainability

– Towards the end of 2023, SOIFoundation did an organizational restructuring where a new leadership was appointed consisting of an Executive Director and 6 other leaders. Also, an Advisory Board was established for strong governance, to promote transparency and enhance organizational efficiency and operations. The Board seats at the



From L-R SOIFoundation's Joy Dauda, Fatimah, Mary Dickson, Lydia during a team bonding event in Abuja in December, 2023.

Who We Are

SOI Foundation in 2024 and Onward

Singles Oasis International Foundation (SOIFoundation) is a non for profit organization that leverages on technical and digital innovations with insights on local context to solve unemployment issues in Africa.

Our work aligns with **Goal 8** of the United Nations (UN) Sustainability Development Goals (SDGs) – Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

foundation with a chairman other than the trustees. The restructuring came with a new strategic focus for the Foundation which led to an adapted vision, mission and theory of change. Narrowing the organizational focus from **No poverty, Zero hunger, Good health and well-being, Quality education and Partnerships for the goals to Job creation**. This is to enable increased impact and sustainability of the foundation.

Our Mission

We create meaningful, inclusive and sustainable jobs for youths and women in Africa, starting with Nigeria

Our Vision

Our vision is to be a foremost organization that inspires a sense of hope, self-discovery, self-dependency and possibilities in the lives of people and communities in Africa

Our Values

- Innovation
- Integrity
- Sustainable impact
- Daring
- Team work



Our work snow balls into the creation of inclusive, meaningful & sustainable jobs for youths and Women.

1. Contextualized Up-skilling

We design and facilitate contextualized trainings for youths and women to either gain the needed entrepreneurial, soft and technical skills needed to secure and sustain their jobs and livelihood.

2. Idea Co-financing

We provide co-financing for viable small business ideas for youths and women in Africa. This Ideas could be as simple as businesses from viable vocational skills.

3. Mentorship Sourcing

We manage a pool of business and career mentors and we support youths and women to connect and learn from these mentors based on individual needs.

Core Interests Areas

- Green and digital sector
- Agriculture and food value chains
- Community Development
- Access to Food and Health Support



Skilling session women micro entrepreneur in Kaduna state.



SOIFoundation's Team providing Stock financing to Woman into Bean cake (Akara) business in a Bop community in Abuja



SOIFoundation's Team during an up skilling session women micro entrepreneur in Kaduna state.

Our Ventures

SOIFoundation's programs as been largely funded by our founder, board members and individual donations. To ensure the foundation's sustainability and access to more resources to enable us create more jobs and bring more people out of poverty we have created two ventures. This way we will not always have to wait for donations and grants to fund our impact programs

1. SOI Consulting

We are hired by other organizations for various services. The revenue we get from the services it's in turn used by the Foundation to drive our Impact (Charity) programs. These services include:

- a. **Research support services:** We support organizations/projects to design research tools, implement research and analyze results. This could be online/offline surveys, F2F interviews, FGD or expert interviews.
- b. **Translation support services:** We support organizations/ projects to translate scripts and videos from English to various Nigeria languages. Like Hausa, Igbo, Yoruba and more.
- c. **Project logistics support services:** We are able to ensure all your needs around prints materials, equipment/item delivery, foods and more arrive at the desired

locations in Nigeria at the expected time.

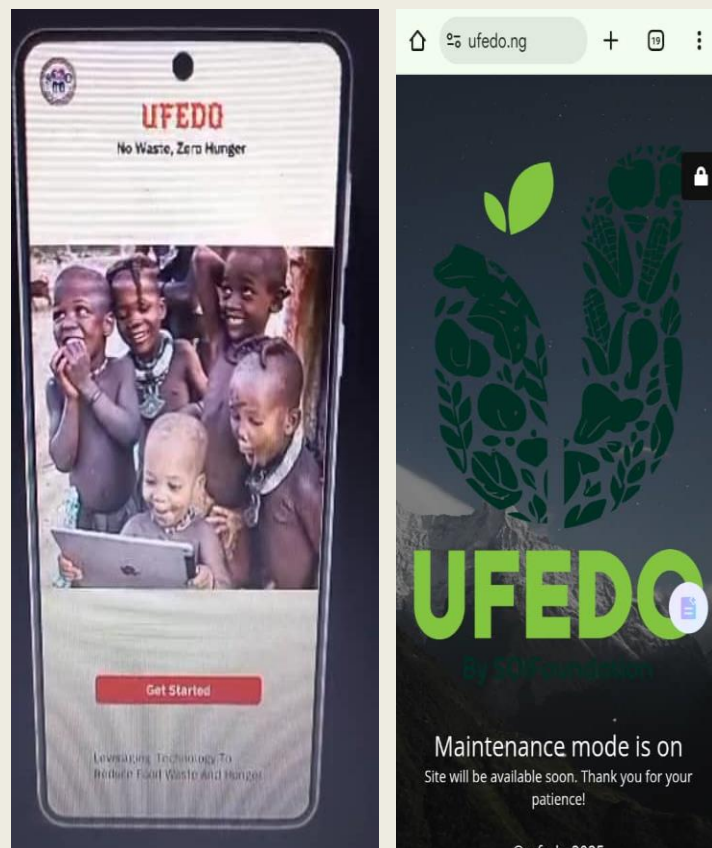
- d. **Volunteer recruitment services:** Do you need volunteers for any project in Nigeria? Talk to us about it. We have the capacity to make it happen.
- e. **Training and capacity building services:** We are hands-on; with years of experience facilitating training for youths and women in various villages, communities across all regions in Nigeria.



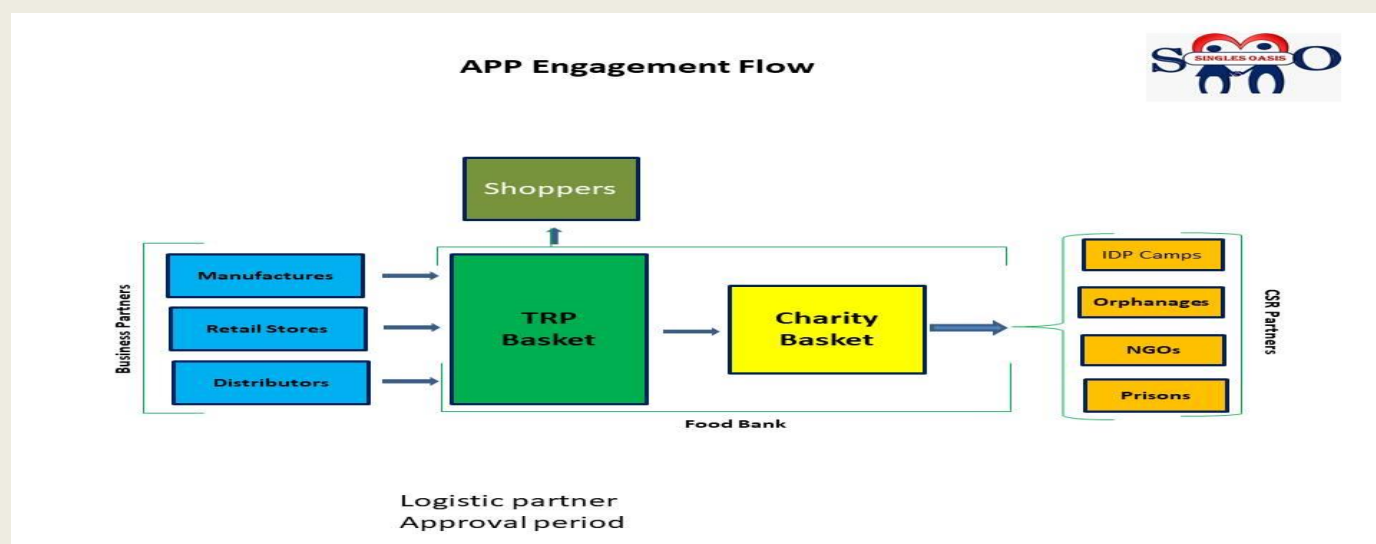
SOIFoundation's Team during a Focus group session in a village in Osun State supporting an INGO to collect insights for the target beneficiaries to form a basis for need assessment.

2. UFEDO – No Hunger, Zero Waste

UFEDO is designed to be a digital innovation with the main aim of reducing food waste within the modern food retail sector in Nigeria through the provision of ready market and alternative value proposition for **near off the shelf** using digital solution. It's a digital clock bank for food and other social impact products and it's a platform for facilitating synergy between food manufacturer, processors, distributors, Restaurants, Orphanages, Prisons, IDP camps, individual consumers, profit and nonprofit organizations to mobilize and distribute basic resources to positively support the poor and vulnerable people in Nigeria. This is still in the Ideation phase. We are sourcing for resources to develop the prototype and pilot.



An overview of the UFEDO App deck. Developed by the SOI Foundation Team



2024 Impact Programs Implemented

Our goal as an organization is to transform dreams and restore destinies; one of the ways we do this effectively is through the vehicle of different programs to reach vulnerable people and communities.

1. **SOI Upskilling Academy**

In 2024 we merged both Business Preparatory Program (**BPP**), the Career Preparatory Program (**CPP**) and the Mentorship (**Support System Network**) to form our Upskilling Academy. While BPP target youth or women who are interested in starting micro businesses, CPP target youth and women who are looking to start a career.

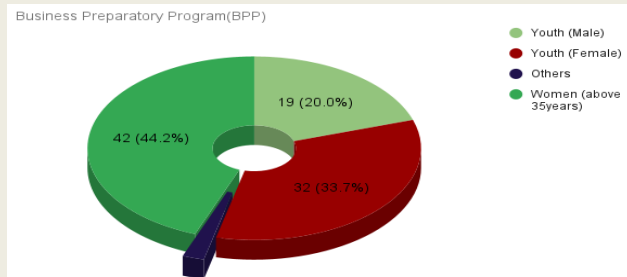
2. **Leave a Footprint: The LEAF (Street Feeding)** project is SOI Foundation community intervention program to address malnutrition, hunger and starvation. We used the program to advocate for the need of a balance diet, regular and sufficient water intake and collaboration to end hunger caused by poverty and unemployment. This is designed to be an ongoing initiatives to be scaled up to other communities.

3. **UFEDO:** UFEDO is a digital innovation with the main aim of reducing the waste of food in Nigeria through the provision of ready market and alternative value proposition for **near off the shelf** food products in retail stores and warehouses using digital solution. It's a platform for facilitating synergy between food manufacturer, processors, distributors, Restaurants, Orphanages, Prisons, IDP camps, individual consumers, profit and non-profit organizations to mobilize and redistribute food and impact products to increase access, reduce waste and reduce GHG emission in vulnerable communities.

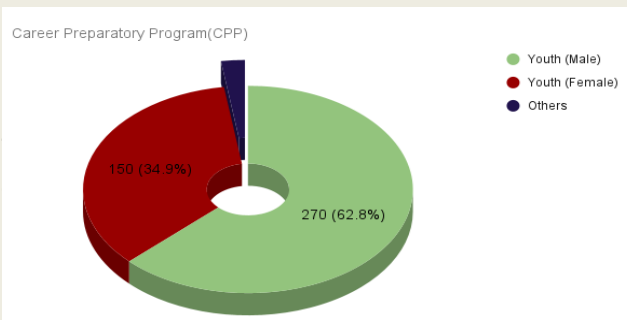
4. **Educate a Child Project:** The **Edu - Child** Project it's a Children focused initiative to promote access to education, drive excellence and dedication to studies among young children especially the girl child in Africans starting with Nigeria. Through the program we provide Tuition scholarships and Educational materials to vulnerable and poor children to enable them stay in school.

Progress & Impact

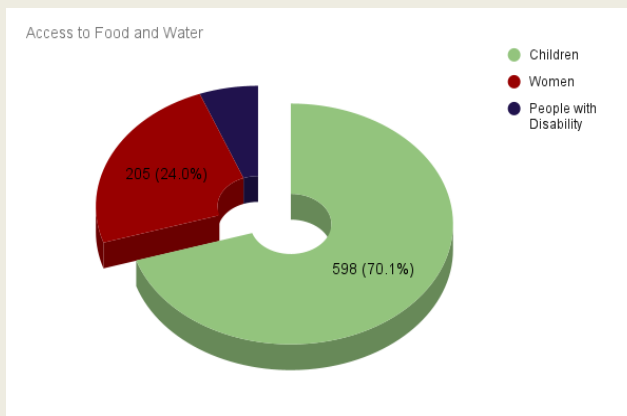
What is new, who did we impact and how in 2024?



ventures in a more informed state. 44% of them are women above 35 years, 33% are young women and 20% are young men.



In 2024, 430 youths were trained through the Career Preparatory program at the upskilling academy. 62% of the beneficiaries are young men, 34% are young women and 2.3% persons with disability.



Through the Street feeding program implemented in 2024, SOI Foundation was able to give a total of 900+ vulnerable people on the street access to nutritiously and hygienically prepared food and drinking water.



In 2024 we have supported 25 children with tuition support and 180 with educational materials

The development of the UFEDO platform started and it got to 20% completion rate in 2024

Our projected projects for 2025

Our focus in 2025 is to implement the plan below. The team will flesh out the strategic documents, revenue/budget generation and the execution plan based on our 5years strategic plan. Note. That more program could be added based on funding availability.

S/N	Programs	Location	Target	Timeline
1	SOI Upskilling Academy - Career preparatory program 2 Cohort - Business Preparatory Program 2 Cohort	National (Remote)	300 women + 200 youth	TBD
2	New program design - Micro Venture Creation Program - Young Agribusiness Club Initiative	Across Nigeria	5 businesses 4 schools	TBD
3	Edu child project (Scholarships renewal)	Across Nigeria	10 Children	TBD
4	UFEDO Operationalization	Abuja and Lagos	NA	TBD
5	Rural Community Outreach 3.0	TBD	1000 children 300 women and 200 youths	TBD



Thank you for taking out sometime to review our efforts and impact for 2024. We can do more and even better with your support.

If you want to continue to receive our reports or other updates from us kindly send us an email and For more information on this report please reach out to us at info@soifoundation.ng or program@soifoundation.ng Cc: programssoifoundation@gmail.com

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