KAMBRIA DEP

DAO Experimentation Program
Cohort 1

2025

Reflection zine






KAMBRIA DEP



DAO for Impact – Co-Creating Real-World Change with Decentralized Communities

KAMBRIA DEP

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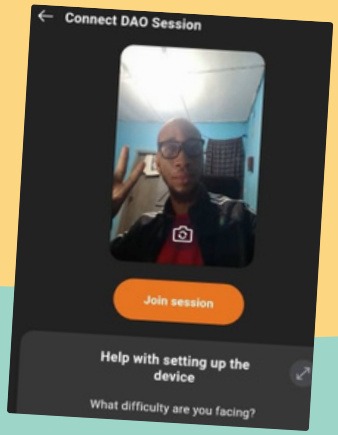
Introduction



Welcome to the DAO Experimentation Program co-hort 1





Led by Kambria, DEP 1 was a hands-on experiment to explore how decentralized communities can come together to create real-world impact through Decentralized Autonomous Organizations (DAOs).

The program brought together people from around the world to collaboratively manage and deliver community projects using DAO tools, emphasizing collective intelligence, transparency, and co-ownership. Rather than focusing on theory, DEP 1 invited participants to learn by doing — forming DAOs, making shared decisions, managing crypto funds, and executing meaningful initiatives across areas such as environment, health, learning, and human connection. DEP 1 marks an early step in understanding how DAOs can be applied beyond technology, as a practical way for communities to organize, collaborate, and create change together.

Partners

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We sincerely thank our partners for accompanying and supporting the DAO Experimentation Program (DEP) 1. Coming from different countries and working across social, environmental, and community-focused domains, each partner contributed practical experience, local knowledge, and on-the-ground action. Their collaboration helped DEP 1 connect experimentation with real community needs, and we are grateful for their trust and commitment throughout the program.

Partner Highlights

Container Living PH (Philippines)

A female-founded and female-led circular construction company developing disaster-resilient, pre-fabricated modular structures for climate-vulnerable communities. The organization utilizes by-product synergy and end-of-life materials, such as shipping containers, to create sustainable housing solutions.

TechCycle Kenya (Kenya)

A youth-led environmental innovation project focused on climate action through technology and circular economy solutions. TechCycle Kenya works to empower young people by combining digital innovation, environmental regeneration, and social impact initiatives.

Manyatta B Social Justice Centre (Kenya)

A grassroots organization based in the Manyatta B ward that promotes social justice and community rights. The centre addresses issues such as structural violence, human rights violations, environmental challenges, and governance concerns, while supporting community members to speak up and seek redress.

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Partner Highlights

Espoir School of Life (Philippines)

Espoir school of life

A non-profit organization providing free, quality, and liberating education and community development programs to underprivileged children and families in resettlement, remote, and last-mile communities in Siargao Island. Espoir focuses on building a culture of belonging and improving quality of life through education.

FoGS Global Research and Consultancy Centre (India)

FoGS Global Research & Consultancy Centre

A non-profit organization with a social and health mission, working at the grassroots level toward sustainable systems. FoGS Global applies its 3i approach — Identify, Impact, Implement — and is active in the dairy and herbal sectors, including initiatives under the Fresherbal Solutions platform.

Heart of Home Foundation (Sierra Leone)

HEART OF HOME FOUNDATION

A nonprofit organization dedicated to supporting vulnerable families and communities through access to education, healthcare, economic opportunities, and social support, with the goal of improving overall community well-being.

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DEP 1 Ambassadors

DEP Ambassadors are a group of passionate changemakers, community builders, and storytellers from around the world who helped amplify the spirit and activities of the DAO Experimentation Program (DEP). These ambassadors played a key role in spreading awareness, sharing stories, and supporting broader engagement throughout DEP 1. They came from diverse backgrounds — including sustainability, education, technology, community organizing, and blockchain advocacy — but shared one common belief: decentralized collaboration can unlock meaningful impact when more people are invited into the journey.

DEP Ambassadors include both internal participant ambassadors who shared authentic insights from inside their DAOs, and external ambassadors who helped raise awareness beyond the program. Their collective efforts helped bring DEP's milestones, reflections, and narratives to audiences across social platforms and communities.

Clemence Ruhi

"I would get the chance to network with team members, broaden my knowledge and develop new skills. As an ambassador, I will focus on breaking down the weekly progress of our DAO in a data-driven way, with a goal of increasing community engagement"





Michelle Andrea M. Meñez

"I want to be a DEP Ambassador because I believe in the power of decentralized collaboration to solve real-world challenges. As someone deeply involved in sustainability, circular economy, and community-driven innovation, I see DEP as a platform that amplifies diverse voices and makes technology more inclusive and impactful. Becoming an Ambassador will allow me to share our DAO's journey, highlight the value of experimentation, and encourage more people to participate in building solutions that matter to their communities."

Nnubia Catherine Onyinyechi

"I'm truly inspired by Kambria's vision of using decentralized collaboration to create meaningful social change. I deeply believe that DAO tools should be easy for everyone to access, and I'm passionate about spreading this message within my community. "



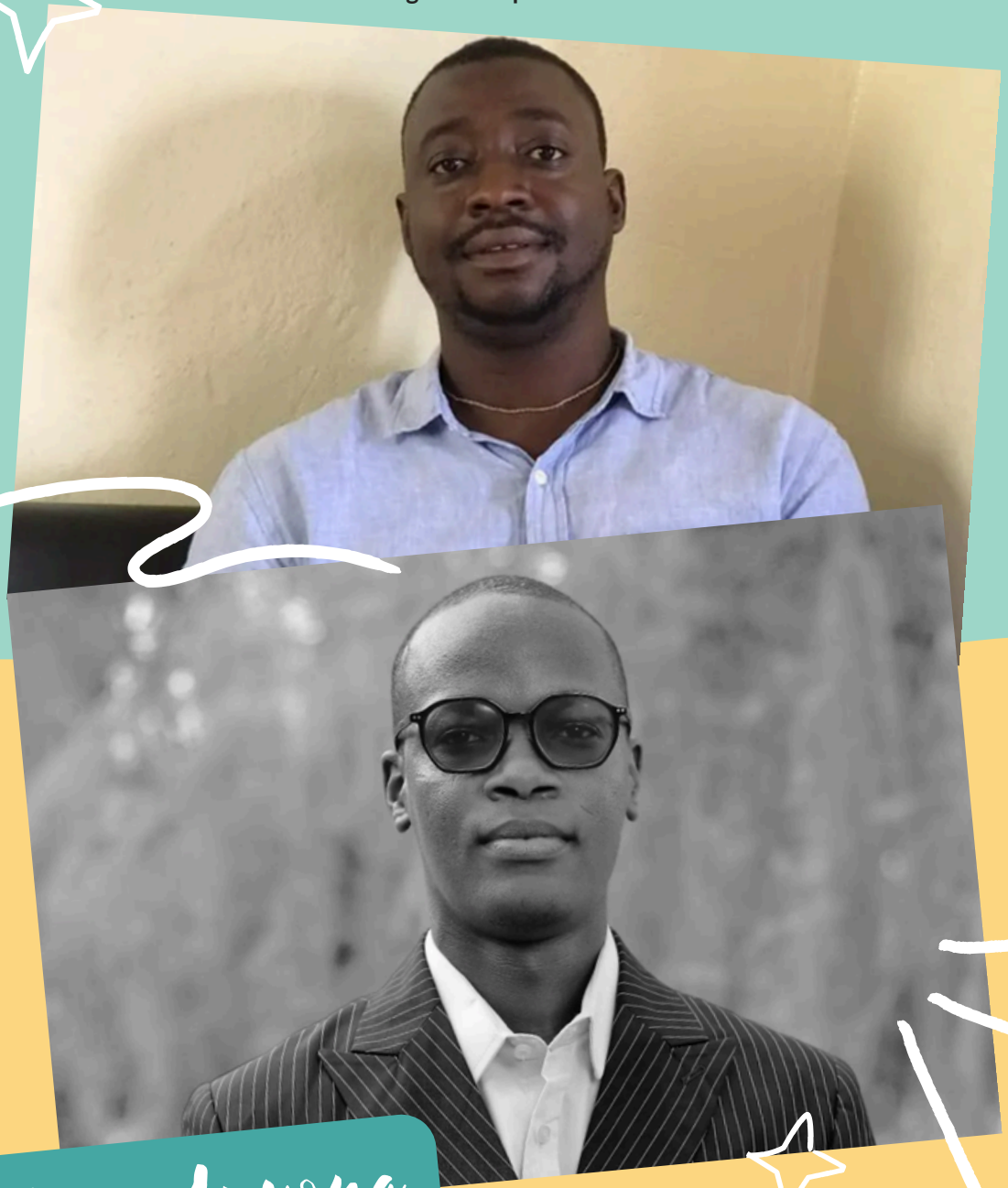


Okeke Chinedu Emmanuel

"As a person who are passionate about technology, innovation, and community building, I believe this program will allow me to bridge the gap between students and the opportunities that DAO Kambria provides, while also helping me grow as a leader and communicator. I want to promote awareness about decentralized ecosystems, inspire more students to explore Web3 and blockchain, and create a vibrant community of learners and builders on campus. At the same time, I see this role as a chance to enhance my own knowledge, expand my network, and gain hands-on experience in representing a global initiative."

Gibrilla Sesay

"Being an Ambassador will allow me to bridge the gap between Kambria's global vision and local talent by helping others understand and participate in the DAO model. I believe in the power of education, inclusion, and co-creation, and I am excited to contribute to a movement that promotes open innovation and long-term impacts."



Andrew Anyona Mogambi

"I am a passionate believer in decentralized structures, whether in coordination or transactions. I believe that through being an ambassador, I can be a champion for the future of ownership, especially in web3, thereby unlocking more opportunities for everyone to take part in the digital revolution."

Muhammad Salisu

"As an ambassador, I would be excited to educate, engage, and grow the community by simplifying complex concepts, creating content that spreads awareness, and building genuine connections. My motivation comes from wanting to be part of a team that's pushing boundaries and shaping the future of decentralized technologies while amplifying DEP's vision on a global scale."





Nwankwo Amarachi Joan

"I am inspired by Kambria's mission to harness decentralized collaboration for real social impact. I believe in making DAO tools accessible, and I'd love to help share this vision with my community. Whether it's introducing DEP through social media or hosting informal info sessions, I'm excited to invite others into this journey. Supporting onboarding or encouraging peers to apply comes naturally to me, and I'd be proud to help bridge local changemakers with a global DAO initiative that's all about inclusion and action."

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GROW TOGETHER DAO

Group A (Kisumu, Kenya)



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500 trees were planted across RIAT Hills, Obunga, and the Kisumu Impala Sanctuary with the participation of hundreds of community members, youth, local organizations, and institutional partners. Beyond planting, post-care measures such as enclosures and monitoring were implemented to improve survival rates and ensure lasting ecological value.

Reforestation is not a one-day activity. Strong relationships with local institutions, clear role coordination, and post-planting care are essential for long-term impact. Decentralized efforts thrive when local leadership and contextual knowledge guide execution.





From early site mapping with Kenya Wildlife Service to community festivals and follow-up protection work, Group A's journey was shaped by collaboration and shared responsibility. The execution phase closed with living seedlings in the ground — and a stronger sense of collective environmental stewardship.



Group B (Mt. Balagbag, Philippines)



Group B aimed to support native tree reforestation in Mt. Balagbag while prioritizing volunteer safety and ecological integrity. The deliverables focused not only on planting outcomes, but on responsible execution in a high-risk, storm-prone environment.





Despite severe weather disruptions, the group secured and prepared 500 native seedlings, conducted site assessments, restored access routes, and completed a 100-tree test planting to validate site safety. The groundwork was laid for a full-scale planting supported by strong partner coordination and volunteer engagement.







Climate action requires adaptability. Knowing when to pause, reassess, and pivot is as important as moving forward. Safety-first decision-making and contingency planning are critical when working in vulnerable landscapes.

As storms and landslides reshaped plans, Group B responded with discipline and care. Through constant coordination with BESI and the Bantay Gubat Rangers, the team turned uncertainty into preparedness — demonstrating that resilience, foresight, and people-centered leadership are core to sustainable environmental action.

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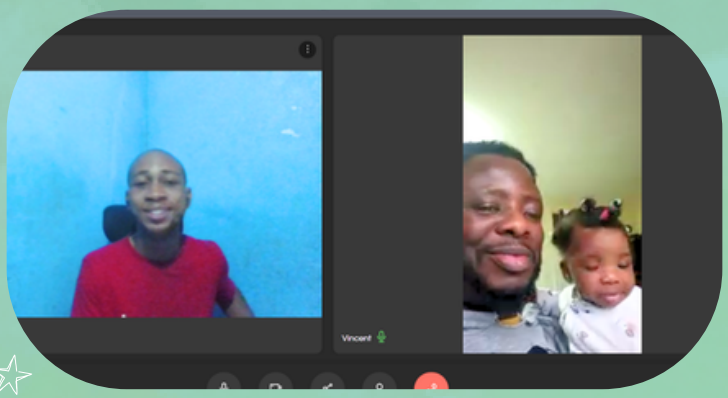
CONNECT DAO





Intergenerational connection, learning, and well-being

Connect DAO concluded the execution phase with a clear outcome: meaningful digital connections built between seniors and community volunteers through memory games, guided sessions, and human-centered engagement. What began as a well-defined plan evolved into a story of adaptability, trust, and decentralized collaboration — shaped as much by challenges as by commitment.



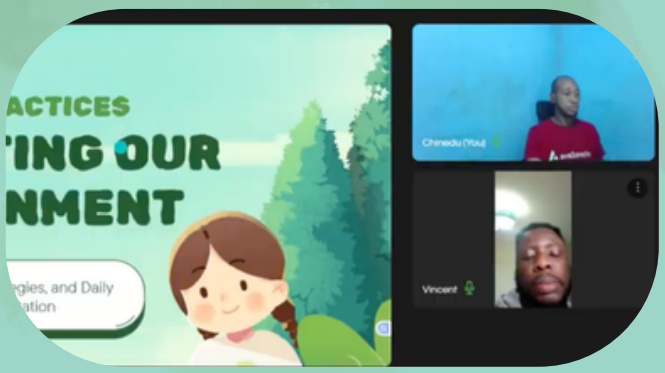
The DAO successfully tested the platform in real sessions, validated user flows from both Senior and Buddy perspectives, and recruited 16 active Seniors for initial pilot sessions.

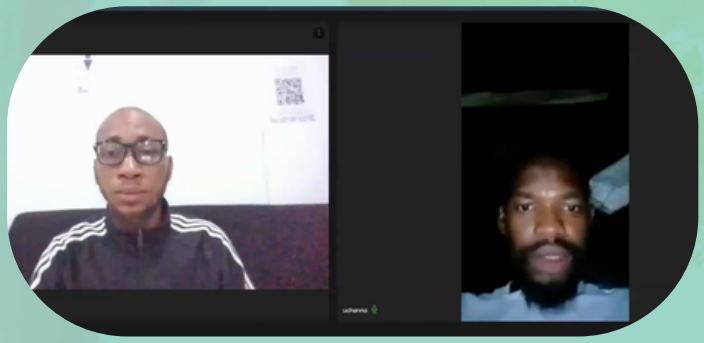
Facilitators guided memory games and conversations while capturing insights that refined facilitation and session structure.

The DAO also developed onboarding and outreach materials, addressed early technical challenges through rapid support, and began documenting stories and reflections to preserve participant voices beyond execution.

Through pilot sessions and facilitated engagement, seniors experienced moments of connection, memory activation, and growing comfort with digital tools. Facilitators strengthened their ability to guide non-technical participants with patience and empathy, while the DAO generated real-world insights into platform usability and session design.

By shifting to grassroots recruitment through personal networks, the DAO fostered stronger trust and participation — reinforcing the value of relationship-driven approaches in decentralized, community-based projects.





Connect DAO's execution was made possible by dedicated members and volunteers contributing across facilitation, outreach, testing, documentation, and coordination. Active participation and shared ownership proved more important than scale, strengthening the DAO through execution.

The group is led by Okeke Chinedu Emmanuel (Enugu, Nigeria)

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REFLECTION DAO



Preserving Voices, Strengthening Collective Learning

Reflection DAO was formed with the intention of capturing 50 meaningful reflections from participants across Grow Together, Nourish, and Connect DAOs — turning hands-on experiences from tree planting, meal distribution, TECD sessions, and community-led initiatives into collective memory and shared learning for the Kambria ecosystem.

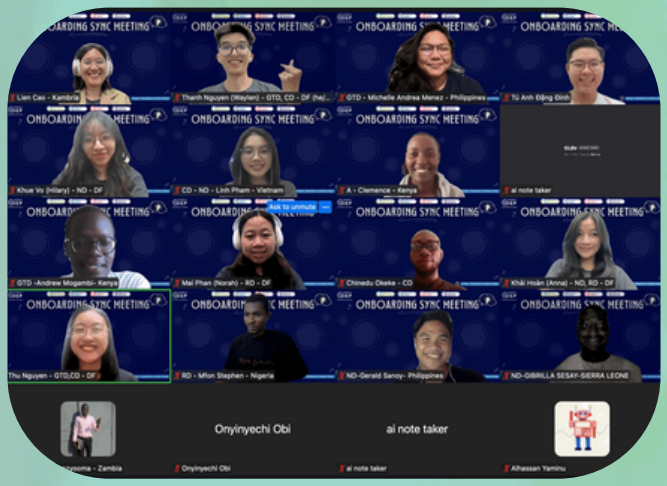


Throughout the Execution Phase, the team navigated challenges including timeline shifts across other DAOs and moments of low internal activity. In response, Reflection DAO focused on strengthening its foundations: refining reflection collection tools, improving coordination with partner DAOs, and establishing clearer workflows for outreach, editing, and documentation.

By the close of execution, the DAO successfully collected 36 reflections, achieving 72% of its original target. These reflections captured not only outcomes, but also the emotions, challenges, and insights of participants — from grassroots volunteers and facilitators to community members and coordinators. Each contribution added depth to the understanding of how decentralized action unfolds on the ground.



Key learnings reinforced that meaningful reflection requires consistent follow-up, synchronized timelines, active engagement from contributors, and early communication across teams. Reflection emerged as an intentional practice — one that demands care, trust, and sustained attention.





Although the initial numerical goal was not fully reached, Reflection DAO concluded its journey with a well-organized repository of stories and insights. More than a record of activities, this collection stands as a shared learning resource — ensuring that the impact of this cohort lives on through the voices of those who experienced it.

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NOURISH DAO

Group 1 (Freetown, Sierra Leone)

Group 1 of Nourish DAO focused on providing nutritious meals to vulnerable communities in Freetown, Sierra Leone, transforming decentralized coordination into direct, people-centered impact. Led by Gibrilla Sesay, the team mobilized local volunteers, partners, and storytellers to deliver food with care, dignity, and transparency.



Following careful procurement and preparation, the DAO carried out multiple meal distributions across high-need areas including Upgun, Ferry Junction, Shell New Road, Texaco, Brima Lane Old Road, Calabatown, and Jui Junction. By the end of execution, the team successfully delivered 530 meals, surpassing the original target of 500.



Beyond nourishment, the initiative emphasized consistent presence, trust-building, and respectful engagement with street-connected individuals, unemployed youth, single mothers, and elderly residents. Beneficiary feedback highlighted both immediate relief and the importance of sustained support amid rising living costs.





Key learnings reinforced that effective food distribution depends on strong local leadership, clear coordination, and adaptive execution. Nourish DAO concluded its execution by demonstrating how decentralized action, grounded in compassion, can meet urgent needs while strengthening community bonds.

Group 2 (Siargao Island, Philippines)



Nourish DAO Group 2 focused on addressing child malnutrition in geographically isolated communities on Siargao Island, Philippines, translating decentralized coordination into sustained, on-the-ground action. Led by Gerald Sanoy, the team brought together members from the Philippines, Nigeria, India, and Tunisia, working closely with local parents, youth volunteers, and community leaders.

Despite severe challenges — including three typhoons, difficult island logistics, and volunteer illnesses — the team successfully carried out a five-day feeding program, delivering 1,000 nutritious meals to 382 children across multiple communities. Close collaboration with mothers' groups, local volunteers, and Espoir School of Life ensured meals were prepared and distributed safely and respectfully.



Beyond food delivery, the initiative emphasized consistency, care, and trust-building. The team's sustained presence strengthened relationships within resettlement communities and reinforced the importance of reliable support in vulnerable environments.



Key learnings highlighted the value of local leadership, adaptability, and people-centered coordination in crisis-prone settings. Nourish DAO Group 2 concluded its execution by demonstrating that even under extreme conditions, collective commitment and compassion can create meaningful impact for children and their communities.



Invitation to DEP 2

In DEP 1, participation often meant doing more...

DEP 1 gave us a clearer picture of how collaboration unfolds inside a DAO. We saw meaningful impact created through shared effort, but we also observed familiar challenges: work concentrating around a small number of contributors, coordination depending heavily on individual initiative, and knowledge becoming fragile when it was not consistently documented or shared. These observations shaped how DEP 2 was designed.

DEP 2 is a real-world DAO experiment focused on sustainability rather than scale. Participants work with real resources, real governance processes, and real accountability. The intention is to practice coordination over time, not just deliver outcomes within a fixed period. DEP 2 asks how DAOs can continue operating without relying on burnout, overcommitment, or informal hero roles.

In DEP 2, participation means doing what lasts.

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DAO EXPERIMENTATION PROGRAM
Cohort 2

KAMBRIA DEP
CULTURAL & CREATIVE DAO

KAMBRIA DEP
EXCHANGE DAO

KAMBRIA DEP
KAT TOKENOMICS DAO

KAMBRIA DEP
PARTICIPANT PROPOSED DAO

🟠 ***Cultural & Creative DAO***

Stories, culture, and creative work as tools for regeneration.
How meaning moves people to act.

🔵 ***Exchange DAO***

Experiments in value exchange and collaboration.
How impact work gets supported in practice

🟢 ***KAT Tokenomics DAO***

Incentives, funding flows, and economic design.
How sustainability is built, not assumed.

⚪ ***Participant-Proposed DAOs***

New ideas, tested in real conditions.
If it doesn't exist yet, you can start it.

Invitation to DEP 2

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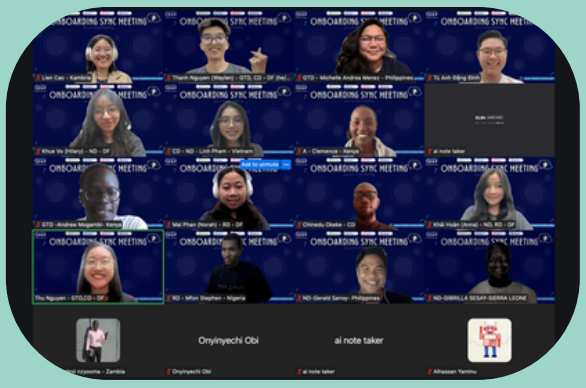

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KAMBRIA DEP
CULTURAL & CREATIVE DAO

KAMBRIA DEP
EXCHANGE DAO

KAMBRIA DEP
KAT TOKENOMICS DAO

KAMBRIA DEP
PARTICIPANT PROPOSED DAO

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Invitation to DEP 2

We are invited...

- Participants seeking hands-on DAO experience and global collaboration
- Ambassadors who help connect DEP 2 with wider communities
- Partners interested in supporting regenerative, community-owned initiatives

Why join DEP 2?

- Real DAO experience, beyond theory
- A global network of contributors across regions and sectors
- Documented recognition for contributions
- Flexibility to join existing DAOs or propose new ones
- A shared journey toward regenerative, community-owned impact





- **Apply to DEP 2:** https://kambria.io/docs/dep2/join-the-program/
- **Explore DEP 2 overview:** https://kambria.io/docs/dep2/introduction/
- **Look back at DEP 1's journey:** https://kambria.io/docs/dep/update-and-showcase/
- **Join our Discord for info sessions & updates:** https://discord.gg/M9mqmKPfYD

DEP 2 Application Timeline

STEP 1 - SUBMIT THE APPLICATION FORM

STEP 2 - SCREENING & SHORTLISTING

STEP 3 - ONLINE INTERVIEW *

STEP 4 - CONFIRM



🚀 *DEP 2 awaits — and we'd love to build it together.*

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Thank you for joining!

Edited and enhanced by

KAMBRIA TEAM