

SENIC Annual Report 2025

Message from the Executive Director

In 2025, SENIC continued to grow as a trusted partner for organisations working at the intersection of sustainability, innovation, and measurable social impact. Our focus remained consistent: bridging research and practice, and turning sustainability ambitions into implementable strategies, tools, and capabilities.

A key milestone was the approval of a new Erasmus+ project, through which SENIC was validated by the European Commission. Alongside this, we expanded our team, delivered 200+ consultancy days, and trained more than 600 participants across 10 programmes.

Executive Summary

SENIC (Sustainable Entrepreneurship and Innovation Center) is a Brussels-based, EU-wide consultancy supporting organisations through sustainability consulting, business development, research, project management (including EU programmes), and capacity building.

In 2025, SENIC: - Expanded its core team from 2 to 6 FTE - Delivered 200+ consultancy days - Delivered 10 training programmes to 600+ participants - Achieved a 33% EU project success rate - Secured approval of a new Erasmus+ project (European Commission validation) - Was entrusted with 5 outsourced projects by partners

Progress Against SENIC Strategy 2025–2030

2025 marked the first year of delivery against SENIC's 2025–2030 strategy: putting sustainable entrepreneurship at the forefront and helping entrepreneurs and organisations integrate societal impact with economic growth (the triple bottom line). In practice, this meant expanding SENIC's capacity (core team growth from 2 to 6 FTE), delivering evidence-based consulting and research-driven support (200+ consultancy days), and scaling knowledge transfer through 10 training programmes reaching 600+ participants. We also strengthened our EU collaboration capability through an approved Erasmus+ project (European Commission validation), while investing in technology—StrategizePlus and ImpactLab—to build a more scalable, efficient platform for made-to-measure support.

SENIC's delivery model is structured around two verticals—**Social Impact Consulting** and **Business Consulting**—supported by three horizontal pillars: **Research, Education, and Project Management**, enabling cross-pollination between financial sustainability and measurable impact.



Figure 1. SENIC Strategy Drivers

2025 at a Glance

Indicator	2025 Result
EU project success rate	33%
New EU projects approved	1 (Erasmus+)
Training programmes delivered	10
Training participants reached	600+
Consultancy delivery	200+ days
Core team growth	2 → 6 FTE
Projects outsourced to SENIC	5

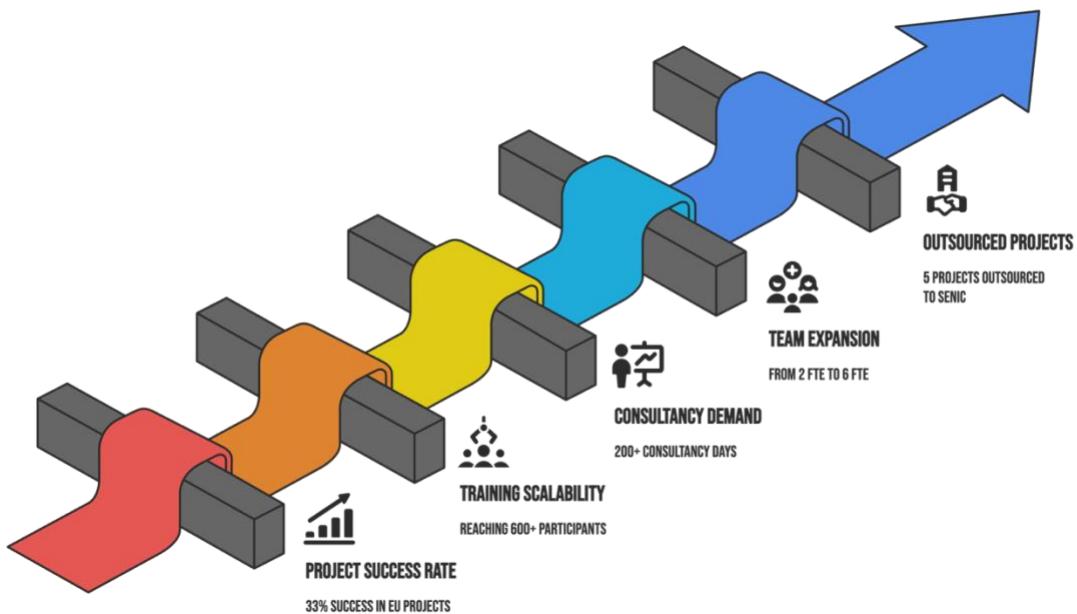


Figure 2. SENIC Growth in 2025

Who We Serve (Target Groups)

- European Social Economy & Business Networks
- National Networks in Europe
- Social economy organisations
- Foundations
- Corporates
- International & EU Institutions
- SME Scale-Ups
- Academia
- Incubators
- Accelerators
- Chambers of Commerce
- Other Potential Collaborators

SENIC COLLABORATORS

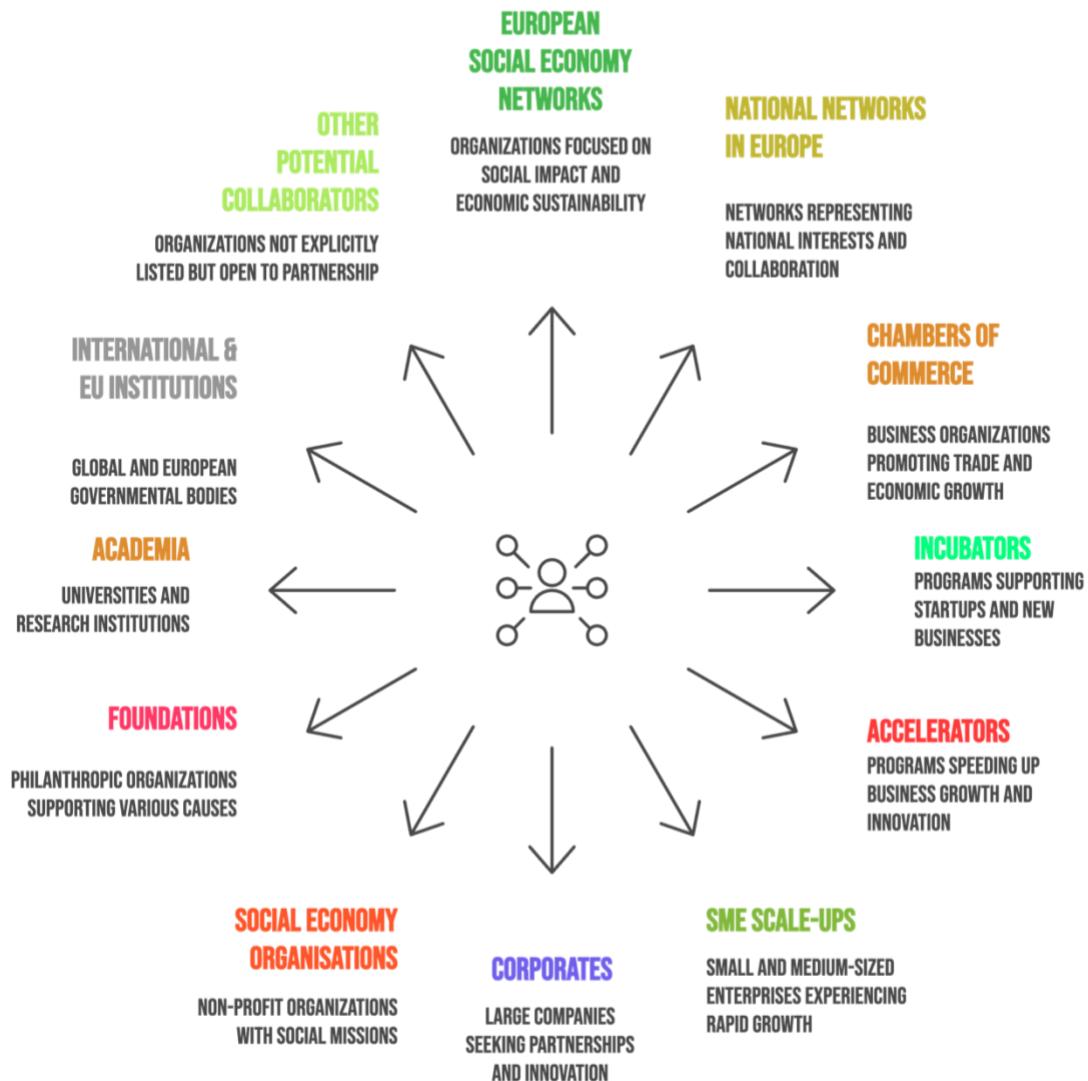


Figure 3. SENIC Collaborators

What We Deliver (Service Lines)

Sustainability for organisations

Support across financial sustainability, organisational development, impact strategy, ESG, and SDG alignment.

Business development

From idea to business model, business planning, go-to-market logic, and strategy.

Financial support

Fundraising strategy, financial projections, and financial planning to strengthen decision-making and investment readiness.

Project management & EU project development

Project drafting and management support across EU programmes including Erasmus+, Horizon Europe, WIDERA, CERV, and others.

Research

Market research, feasibility studies, structured analysis, and strategic tools including SWOT and PESTEL.

Capacity building (SENIC Training Academy)

Adapted, contextualised training designed around client needs, with a focus on practical application and immediate organisational relevance.

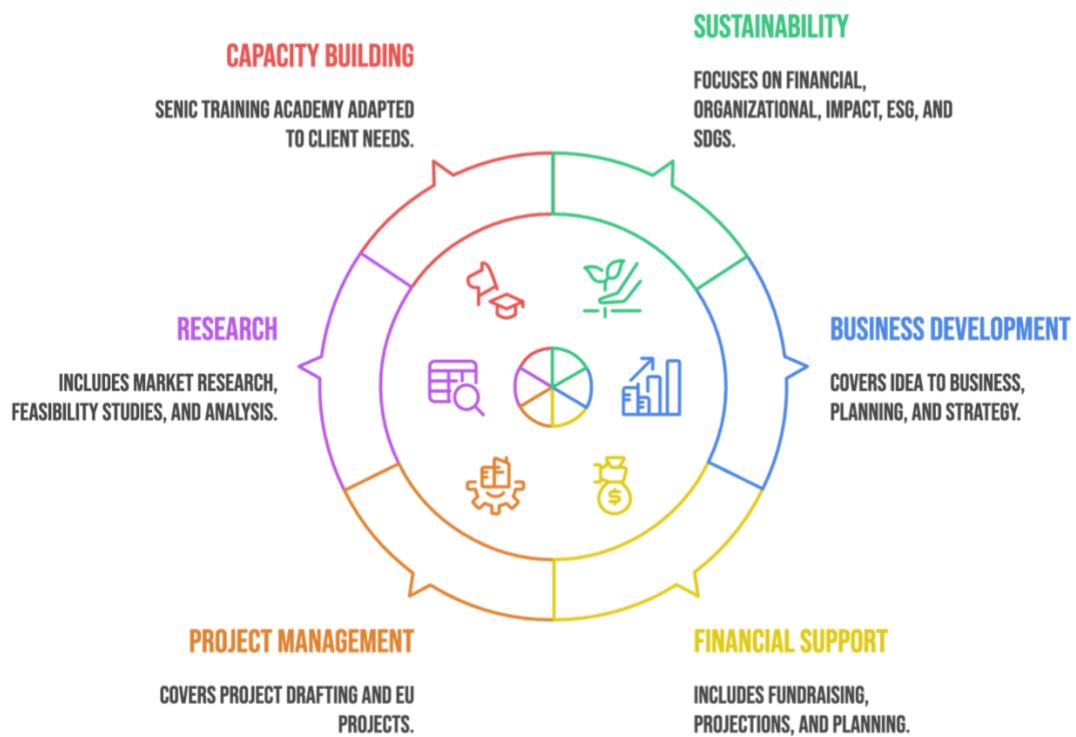


Figure 4. SENIC Services Delivered

EU Projects & European Commission Validation

In 2025, SENIC supported partners across the EU project lifecycle: consortium building, drafting, work packages, budgeting, risk management, and impact planning.

A key milestone was the approval of a new Erasmus+ project, through which SENIC was validated by the European Commission.

Training & Capacity Building (2025)

SENIC delivered 10 training programmes to 600+ participants, with content designed to be practical, dynamic, and immediately applicable.

Case Studies (2025)

Diesis Network

Support provided: research, project management and drafting, training delivery, consortium building, and leadership in strategic initiatives and processes.

Hazlopossible Foundation

Support provided: masterclasses in ESG/SDGs, impact frameworks, legislation, social impact, and impact assessment.

Vrije Universiteit Brussel (VUB)

Support provided: masterclass in social entrepreneurship — from idea to business plan.

Sinop University

Support provided: project drafting and consortium building.

Social Entrepreneurship Observatory

Support provided: organisational competence training and outreach.



Figure 5. SENIC Case Studies (2025)

What Partners and Clients Say

- “*SENIC is so multifaceted that each service provides layers of support.*”
- “*We are very happy to have the training with SENIC, it is a very dynamic and practical training that has an immediate effect.*”
- “*As a participant in the SENIC ESG Masterclass for Executives, I want to express my sincere gratitude for the high-quality executive training and the knowledge shared throughout this experience.*”
- “*Your reflections on the importance of bridging the gap between research and practice, and the need for actionable, real-world solutions, deeply resonated with us. Your input has been both inspiring and practical for those of us working to apply circular and sustainable models in our organisations.*”
- “*On behalf of our organisation, my team, and myself — thank you for being part of a programme that is already making a difference in how we approach sustainability and innovation. Looking forward to continuing this journey.*”

Digital Tools & Services Created

In 2025, SENIC continued building scalable, digital-first services to extend reach and strengthen delivery:

- **Virtual organisational and business ecosystem through web applications**
- [**StrategizePlus**](#)
- [**ImpactLab**](#)



Figure 6. SENIC Web Applications

Team & Delivery Model

SENIC combines a growing core team with a broader expert ecosystem.

Core Team (2025)

- Stefan Chichevaliev, Founder/Executive Director
- Nihad Alić, Head of AI and Digital Innovations
- Amel Farhat, Head of Knowledge Transfer

- Sarah Oyedo, Digital Communications Officer
- Georgious Outsious, Senior researcher and trainer
- Elena Srezoska, Head of Admin and Operations

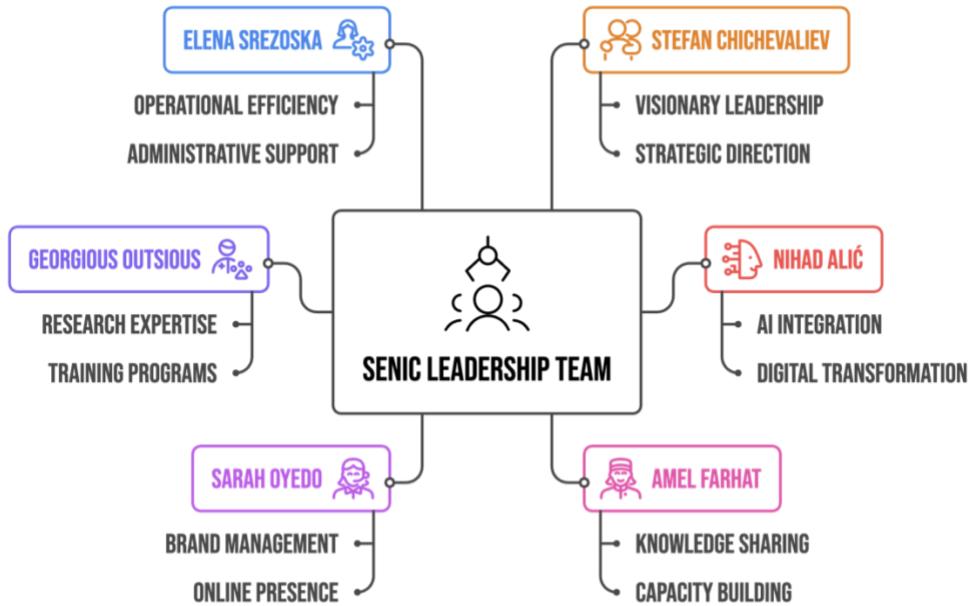


Figure 7. SENIC Leadership Team

Expert Ecosystem

SENIC works with an extended pool of 50+ experts, enabling flexible delivery across countries, sectors, and specialised topics.

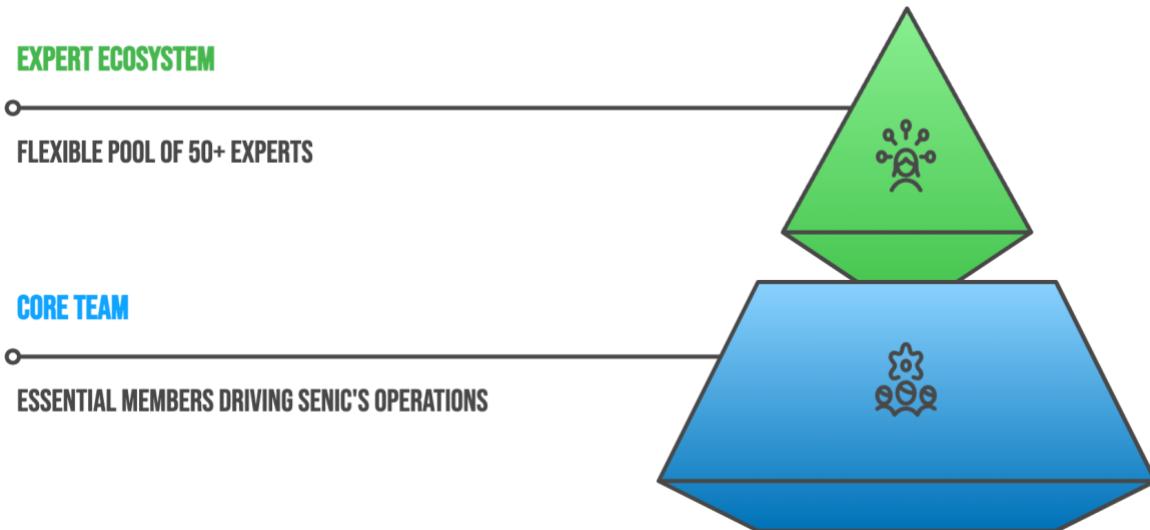


Figure 8. SENIC Organisational Structure

Partnerships, Networks & Memberships

SENIC is an active member of:

- Diesis Network
- All Digital
- Catalyst Now
- BE.Impact



ENHANCING
DIGITAL SKILLS
ACROSS EUROPE
· ALL DIGITAL ·



Financial Overview (Revenue Mix)

- Consulting services: **60%**
- Training services: **25%**
- EU projects: **15%**

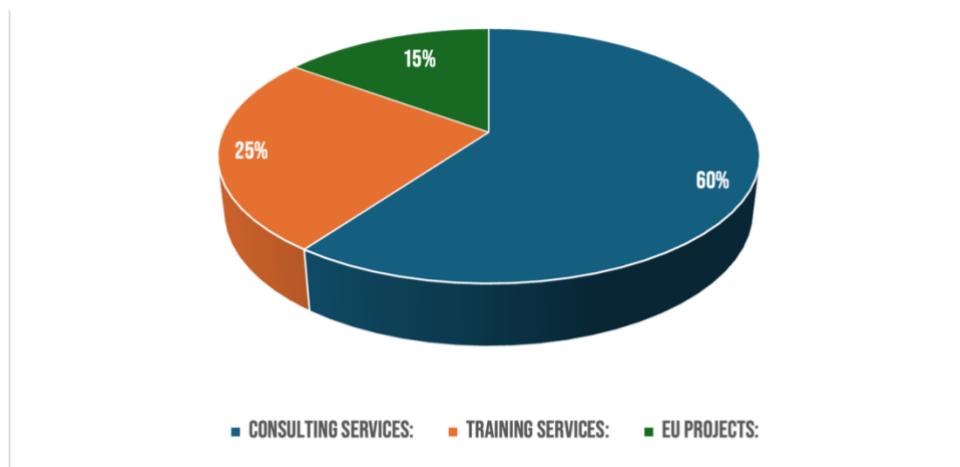


Figure 9. SENIC Main Revenue Sources 2025

Quality, Ethics & Data Protection

SENIC operates with a strong commitment to quality and integrity.

- **Quality assurance:** delivery is structured through clear scopes, peer review where relevant, and client feedback loops.
- **GDPR & data protection:** SENIC follows GDPR-compliant processes for data handling, minimisation, and secure collaboration.

2026 Priorities

In 2026, SENIC will focus on:

1. Strengthening delivery systems and quality assurance as scale increases
2. Expanding partnerships across European networks and institutions
3. Growing recurring services and the adoption of SENIC's digital tools
4. Increasing capacity building reach through tailored programmes

Contact & Collaboration

For partnerships, EU project collaboration, training delivery, or advisory support, please visit <https://senic.org>.