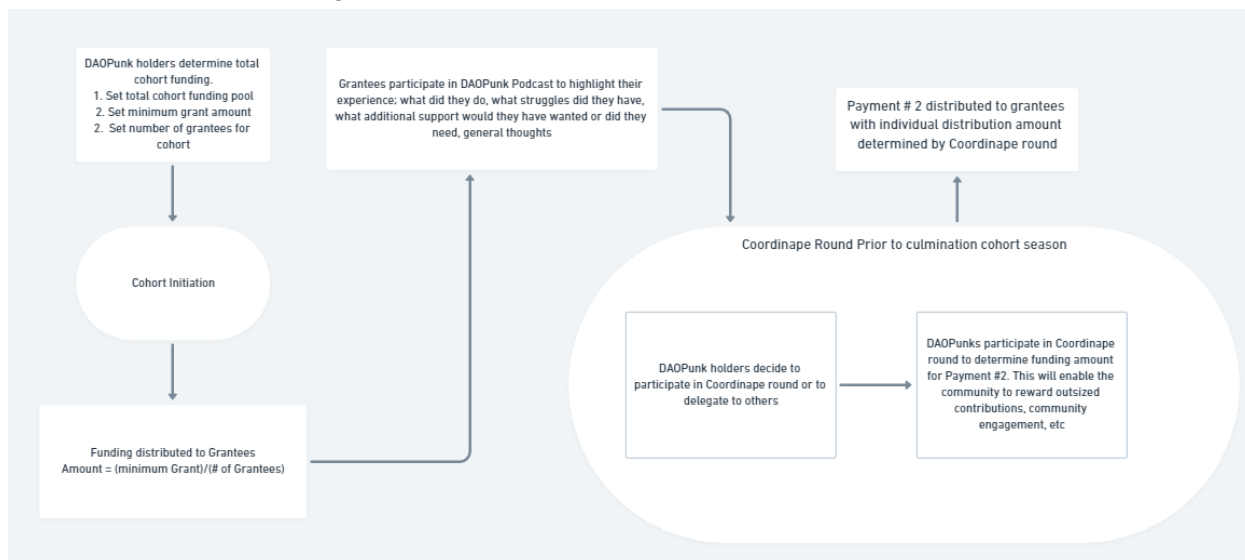# Grant Proposal

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TL;DR

- DAOpunks come in many different archetypes - we do our best to make sure application requirements do not prevent certain DAOpunks from receiving funding and support.
- The Grant program targets applicants who are ready to make the CorpRAT to DAOpunk transition. What it means to be a DAOPunk is very subjective and each person will have unique needs - this means each application will also be unique. The applicant needs to articulate how the grant will help them make the transition to a sustainable DAOpunk lifestyle.
- DAOpunk NFT holders will elect a blade of DAOpunks (# to be decided) to help facilitate the process and ensure that admin tasks are not overlooked and handled promptly.
- Cohort_0 will be determined by the community using Snapshot and in accordance with the initial Governance Framework.
- Funding will be distributed across two payments with amounts decided by DAOpunk holders.
  - 1st Payment - The community will vote on a grant amount that will be distributed evenly between all grantees.
  - 2nd Payment - Weighted distribution based on Coordinape vote mechanism to protect DAOPunks from being rugged and to enable the community to reward outstanding participants.
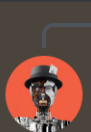
Background

OP: #project-ideas

Bpetes 09/16/2021
Crazy idea 2: sell amazing art, NFTs govern treasury that DeFi invests, yields fund a grant system, we use grants to support people quiting their jobs to go full time DAO, kinda like a decentralized Thiel Fellowship of sorts. We accelerate people making the jump to full DAOpunk. Custom commissioning future DAOPunk drops in exchange for grants to treasury from DAOs that want to support what we're doing to accelerate talent transition. (edited)

(would probably want a trailer on the secondary market for the NFTs to help the treasury continue to grow over time)

Owning a DAOPunk would be a clear signal you're directly supporting the growth of DAOs.

@Bpetes Crazy idea 2: sell amazing art, NFTs govern treasury that DeFi invests,...
Crypto Bushi 09/17/2021
This is a great idea! I really like the thought of supporting others to go full time DAO. (edited)

👍 2

Mission

DAOpunks DAO was formed to cultivate the DAOpunk culture and help aspiring DAOpunks transition away from the CorpRAT world and onboard them into the DAOsphere. This is a community-governed and community-driven grant program that provides the initial resources and support that are needed to take the leap and go full-time DAOpunk.

Grants will be awarded based on the DAOpunk mission and philosophy as defined by the community. As such, there will be many aspiring DAOpunks that will not be funded despite having legitimate needs and well-thought out applications.

Being a DAOpunk looks different to everyone, which is why the DAOpunk NFTs come with 4 broad archetypes: Shadowy Super Coder, Creative, ANON, and Crypto Native. As such, the 'ideal' applicant is broad. We are building the DAOsphere which requires an incredibly diverse set of skills, values, and passions. Join us to build the future and transition away from the CorpRAT 'status quo' to the fulltime world of DAOpunk 'Play'.

Program Specification

Ideal Grant Recipient

The ideal grant recipient comes in many flavors, however, their application should clearly articulate and demonstrate how this grant enables them to go full-time DAOpunk. Show the community by communicating the following;

- Where are you in the transition to full-time DAOpunk
- What will the funds enable you to do to make DAOpunk-ing sustainable
- How does receiving the grant help you get over the hump towards having a sustainable DAOpunk lifestyle
- What is your archetype? Shadowy Super Coder, ANON, Creative, Crypto Native, a combination of these, or even something new
  - Do you want to build communities, create art, analyze blockchains, etc
- Are you already contributing to a DAO, multiple DAOs, or are you a crypto nomad who 'freelances'?
- Who are you? What drives you? Grants and funding are, unfortunately, limited - why you?
- Will you and your projects benefit the community and enable us to grow and expand the grant program?

The ideal grant recipient is a subset of the DAOpunk community but is not required to hold a DAOpunk NFT. If you are an aspiring DAOpunk then apply for the grant. DAOpunk holders will then evaluate if you are at the right point in your journey, if they believe your plan will enable you to a sustainable income after the grant is over, and if you fit the scope of the program. There will be many people that check off all these broad requirements but do not receive funding. Keep working with the community - we aim to provide resources, support, and mentorship to everyone, not just those who receive funding.

Initial criteria proposed by the community are:

- Ready to go full-time DAO (or recently made the transition)
  - Is already planning to transition by a date, ready to go full-time DAO, or recently went full-time (e.g. last 6mon)
- Knows what they're getting into
  - Has proven part-time DAO experience and a path to earning
- Is ready to share their story and help others
  - Has shown they are sharing openly about their journey down the rabbithole or are willing to share and help others

Community Involvement

The transition from CORPrat to DAOPunk can be difficult financially and emotionally. To ensure that each participant can communicate their struggles, successes, and needs we will create dedicated Discord channels for each participant.

Participants will be able to use their channel to:
- Directly communicate with their fellow DAOPunks about their journey
- Solicit feedback, help, and resources from the community
- Highlight and celebrate their successes
- Convince the community to give them more GIVE tokens in the Coordinape round
- Whatever helps them be happy and successful DAOPunks

Dedicated channels for the participants will replace the need for dedicated "Coaches/Mentors". The DAOPunk community has so many talented members each with their own strengths and styles. The dedicated channels will make it possible for each member of the community to be a resource to the participants as their talents are needed.

Cohort Duration

Cohorts, as decided by the community, will have a duration of 6 weeks. This will allow the participant the necessary time to sort out the initial administrative work of transitioning to DAOPunk, gain some traction working in DAOs, and have successes to celebrate.

Participants are funded for the 6-weeks. It is intended that at the end of 6 weeks the participant will have developed a sustainable work-life balance and does not need additional financial support. If a participant needs additional support from DAOPunks they may apply to be a part of a second consecutive cohort. Additional funding and funding amount is at the discretion of the community.

Grant Governance

Like everything in the DAOsphere this grants program is an experiment. As such, it may be necessary to modify the stages, timelines, mechanisms, tooling, etc during a cohort. Changes within a cohort affect the participants and the community so changes will only be made as necessary and will be put to snapshot vote.

Stages

1. Application - enough data to profile candidate
2. Screening - screen out candidates that obviously don't match ideal profile. Grants committee or similar functionaries would then select those for cohort_0 AMA.

3. Cohort AMA - Give chance for DAO members to get to know cohort candidates (e.g. Community call in our Discord server (or Twitter Spaces)
4. Cohort Selection - Snapshot vote to choose cohort followed by fixed payment (50% of total cohort_0 allocation)
5. Milestone Assessment - Decide how much each candidate should receive of the remaining 50% allocation using Coordinape based on metrics below.
6. Distribution & Retrospective - What should we change before running the next one

Tooling

- Application Management
  - Example: Tally.so Forms + Notion
- Cohort Presentation
  - GoogleSlides based on Tally.so data (or notion page)
- Cohort Candidate AMA
  - Discord channel and/or Community Call/Twitter Spaces
- Voting:
  - Stage 1: Snapshot voting to determine members of cohort -0
  - Stage 2: Coordinape GIVE Round (NFT holders GIVE; cohort_0 receives)
    - Coordinape will be used to determine allocation of funding for the milestone payment.
    - Stage2: Approve (or deny) distribution via Snapshot vote

Details by Stage

1) Application:
Application ensures the Punk is committed and ready and knows what they're getting into when they make the transition to full time DAOpunk.

1. Candidates access tally.so form to fill in details (pump it on Twitter)
   -- EXAMPLES BELOW
   a. Why you want the grant and how you'll use it to go full Punk
   b. Current DAO activity - [Free form input section]. 150 words to describe current DAO experience/activity.
   c. Multiselect skill tags
   d. Date you went or are planning to go full-time Punk
   e. Explain why you need the funding and how it will help.
   f. Direct link to relevant Social Media channels (Twitter, PersonalSite, Blog)
   g. Wallet Address
   h. + Many others to be determined by the Screening committee
2. Entries go from Tally.so to Notion board

2) Screening & Finalist Selection:
Elect Screening Committee (<5 people) to do this job on behalf of the DAO in exchange for

some ETH. Will be an open election call and sesh polls in the server limited to only DAOpunk holders.

1. Applications open for 2 weeks
2. Elect Screening Committee (<5 people) to do this job on behalf of the DAO in exchange for some modest remuneration in ETH.
3. Will be an open election call and sesh polls in the server limited to only DAOpunk holders and final election results and proposed remuneration will be legitimized by snapshot vote.
4. Screening board establishes an operational governance framework - This is a team charter that describes their working practices, approach to screening, as well as social contract related to avoiding bias and declaring conflicts of interest.
5. Committee screening activities will be 100% transparent to the DAO. Their work and reasoning will be documented in the Notion screening board and if people wish to listen in to screening calls/working sessions in the server they can.
6. Screening committee presents cohort finalist candidates for snapshot vote

3) Finalist Community Call AMA
Chance for finalists to answer questions from the DAO in a moderated community call in our server (or Twitter spaces)

4) Cohort_0 Selection
All participants from the AMA are voted on in a snapshot vote and the top 3 vote recipients are declared 'cohort_0'. Future cohorts may have fewer or more participants depending on available funds, eligible applicants, etc and will be decided by the DAOPunks community in accordance with the established governance process.

The funds will be distributed to recipients no later than the first day of the cohort.The first distribution is divided equally between all recipients and is equal to 50% of the cohort's grant pool; i.e. 0.5 * [Total Grant Pool] / 3.

5) Milestone Reward Assessment
Coordinape will be used to determine the amount of funding to each participant for the second distribution. The coordinape round will open at the beginning of week 4 and will be open until the end of the cohort. The extended coordinape round will enable cohort participants to share their story and ensure that the community has ample time to get to know the participants, learn about their journey, and ask questions.

DAO members can opt in to participate in the coordinape round and will receive GIVE tokens to distribute as they see fit. It is expected that the community reward all participants for their efforts, however, the community is allowed to allocate tokens as they see fit.. After the GIVE tokens are allocated to recipients, the round will be tallied and the prorated share of the remaining 50% of the grant pool distribution calculated.

Using coordinape for the second distribution acts as an incentive to participants to have an open dialogue with the community and to push them to use their community. It also protects the DAO from being rugged by a participant if they do not pursue DAO work or do not continue to engage with the community.

EXAMPLE COORDINAPE CALCULATION:

6) Distribution and Retrospective
We will send grants and we pump the stories shared by recipients (articles/podcasts/tweets). We will conduct a survey to see what worked and what didn't, so we improve before running again.

Parameters - Cohort0

These are the suggested parameters to use for the first cohort we do
- Max # of candidates in cohort = 3 [aka. After screening # of participants]
- ETH to be used for grants = Target (4-5k USDC/candidate) ~3 ETH current prices
- Proposal for simple payment: 50% upfront and 50% milestone payment at the end of 6 week cohort and as determined by Coordinape GIVE round.

Critical Success Factors

Quantitative
1. # of applicants
2. # of CorpRATs gone DAOpunk

Qualitative
1. Rich set of stories shared of the transition to DAOpunk journey
2. Testimonials from DAOs benefiting from granted Punks
3. Permeation of the CorpRAT → DAOpunk narrative

How This Supports The DAOpunk Mission

1. Simple grants program of ready to move Punks (gentle nudge to go all the way)
2. Help educate to get more people ready to go full punk (prime the funnel)
3. DAO jobs-board and/or bounties (source more places for Punks to land)

FAQ / Challenges

1. We do the Coordinape experiment for milestone payment and distributions are wildly asymmetric and we're all shocked with the not-so-wise crowd and the snapshot vote fails to approve.
    a. We'd likely rethink how to distribute more evenly, adjust, and move back to a vote on snapshot
2. This proposal does not include the details of how execution will work (e.g. marketing and channels, contents of the application form, election and remuneration process for screening committee)
3. Not covered in this proposal:
    a. we will need to consider if during the application we ask how much they're applying for,
    b. if we will provide support to those who haven't done grants and want some advice, if this information will be shared w/ the full DAO,
    c. if we do not find an suitable grant recipient,
    d. or if they'll have the ability to bow out after Coordinape if it doesn't feel like enough to fulfill their obligations to the program.
4. The 2nd distribution is dependent on the participant writing an article, going on a podcast, etc

Appendix A - Rewards and Distributions

A.1 - Example Reward Calculation - 100% via Coordinape

Recipients will have a portion of their grant be determined through a Coordinape round. This enables the community to reward outstanding contribution and ensure that a recipient does not 'rug' the DAOpunk community.

Assumptions
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Cohort Funding (as decided by community/Grants Committee): 5 Eth
Cohort Duration: 1 Month, Feb 1, 2022 - Feb 28, 2022.

Number of Voting Community Members: 4
Number of Recipients: 3
Number of Distributions: 2

Distribution Amount, 1: 50% of cohort Funds, 2.5 Eth (Distributed at beginning of cohort)
Distribution Amount, 2: 50 % of cohort Funds, 2.5 Eth (Distributed at end of cohort)

Coordinape Round: 5 Days
Coordinape Round: Feb 23 - Feb 27

GIVE Tokens per DAOpunk Community Member: 3 per Grant Recipient[1]
GIVE Tokens awarded after Community Member reviews recipient Cohort Review submissions; e.g. newsletter and/or podcast
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Distribution 1:
The first distribution consisting of 2.5 Eth is distributed to recipients at the beginning of the cohort on Feb 1, 2022. For the first distribution of funds is split equally between all recipients. In this scenario each recipient would receive 0.8333 Eth from the grants Committee on Feb 1.

$$Distribution\ 1_{Recipient_x} = \frac{\#\ of\ Recipients}{Distribution\ Amount,\ 1} = \frac{3\ Recipients}{2.5\ Eth} = 0.8333\ Eth$$

Distribution 2:
The second distribution will be awarded at the end of the cohort based on the results of a Coordinape Round. The number of GIVE tokens for each round will be determined by the number of grant recipients.

$$\#\ GIVE\ Tokens\ =\ 3\ \times\ \#\ of\ Recipients = 9$$

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[1] The number of tokens per Recipient can be changed. Having a number >1 allows a more granular evaluation of the performance.

In this case the Coordinape round would be from Feb 23, 2022 - Feb 27, 2022. How the GIVE tokens are distributed is up to the discretion of each community member, however, it would be expected that the community fairly distribute their GIVE tokens. Here is an example of how a community member may distribute their tokens.

Step 1: Review all end-of-cohort review submissions.
Step 2: Evaluate submissions and evaluate the effort and/or contribution of recipient.

Community Member	Perceived Contribution		
	Did not Meet Expectations (did not put forth noticeable effort, did not submit an end-of-cohort review, etc)	Met Expectations / Solid Effort	Exceptions / Above Average Contribution and Effort
C.M. 1	Recipient 1	Recipient 3	Recipient 2
C.M. 2	Recipient 1	Recipient 2 Recipient 3	
C.M. 3		Recipient 1 Recipient 2 Recipient 3	
C.M. 4	Recipient 1	Recipient 2 Recipient 3	

Step 3 - Determine GIVE Allocate
Let's look at each community member and how they could allocate tokens based on their perception of each recipient.

Community Member 1:
 Recipient 1: There was a negative interaction with Recipient 1 and CM1 does not feel they put forward much effort. They don't believe that R. 1 displayed the values of a DAOpunk.
 Recipient 2: Recipient 2 went above and beyond and helped CM1 with a side project. CM1 was very impressed with them.
 Recipient 3: CM1 did not have much interaction with R.3 but was impressed with their submission.

 Since the community member received 3 GIVE tokens for each recipient CM1 feels that 'Average' warrants 3 GIVE tokens. They decide to allocate accordingly;
  Recipient 1: GIVE = 0
  Recipient 2: GIVE = 3

Recipient 3: GIVE = 6

Community Member 2:
Recipient 1: CM2 saw the way R. 1 acted towards other members and did not have a favorable view of R.1, however, they had no negative interactions of their own. CM2 did think that R.1 put forward effort and did have some positive contributions.
Recipient 2: Thought that R.2 put forward the effort to be successful.
Recipient 3: Thought that R.3 had a successful cohort. Was impressed with the project that they worked on.

CM2 decided that on a whole R.1 had a successful cohort and is on the path to being a full-time DAOpunk, however, they didn't fully meet expectations. CM2 decided there should only be a slight penalty for R.1's interactions with CM1.
Recipient 1: GIVE = 2 (-1 GIVE for the negative interactions)
Recipient 2: GIVE = 3
Recipient 3: GIVE = 4

Community Member 3:
CM3 wasn't active in Discord so their only interaction with the Recipients was through their submissions. CM3 was equally impressed with all recipients and thought they all had equally 'Exceptional / Above Average' projects.

Recipient 1: GIVE = 3
Recipient 2: GIVE = 3
Recipient 3: GIVE = 3

Community Member 4:
Recipient 1: Similar to CM 2, CM4 saw the interaction with CM1 and thinks there should be a penalty.
Recipient 2: Thought that R.2 put forward the effort to be successful.
Recipient 3: Thought that R.3 had a successful cohort.

CM4 decided that on a whole R.1 did not meet expectations. CM4 decided there should be a penalty for R.1's interactions with CM1. CM4 doesn't think that R.2 and R.3 should get extra GIVE token simply because R.1 underperformed. As a result CM4 only awards 7 of the possible 9 GIVE tokens.
Recipient 1: GIVE = 1 (-2 GIVE for the negative interactions)
Recipient 2: GIVE = 3
Recipient 3: GIVE = 3

Step 4 - Allocate Eth based on Coordinape Round
The amount of Eth distributed to each Recipient is equal to the number of GIVE tokens they received in the Coordinape round divided by the total number of GIVE tokens.

$$Recipient\ Distribution\ =\ \frac{GIVE\ Tokens\ Received}{Total\ \#\ Give\ Tokens\ Awarded} * Distribution\ Amount$$

For this example there were only 34 GIVE tokens awarded out of a possible distribution of 36.

Summary of Distribution 2 by Recipient			
	GIVE Awarded	% of Total	Eth Distribution
Recipient 1	6	18%	0.44
Recipient 2	12	35%	0.88
Recipient 3	16	47%	1.18