

Key Insights and Assumptions

1. The World is Undergoing a Regenerative Transition

- Humanity is at a crossroads, undergoing a transformation that could regenerate our social, economic, and ecological systems—or lead to collapse.
- **Patterns of Socioeconomic Evolution:** Socioeconomic structures exhibit cyclical patterns, gravitating towards resource-based economies. These emergent economies prioritize sustainability, shared stewardship, and equitable resource distribution.
- **A New Paradigm for Collaboration:** Regenerative systems aim to harmonize human innovation with ecological balance, fostering resilience and long-term thrivability.

2. The Internet is Going Through a Third Paradigm Shift

- The Internet is evolving into a decentralized, peer-to-peer ecosystem marked by **distributed ownership and governance**.
- **DAOs Are Transformational:** DAOs (Decentralized Autonomous Organizations) are revolutionizing the way communities collaborate and organize, acting as the first vessels for **non-rivalrous, shared value creation**.
 - They break the mold of traditional organizational structures that have remained unchanged since the industrial systems of Ford and Taylor.
 - Work becomes borderless, digital, and participatory, unlocking **new possibility spaces** for economic and social innovation.
- **Human-First Endeavors:** Unlike earlier digital paradigms, DAOs center human well-being, accelerated by **AI** and **smart contracts**, enabling trustless, adaptive, and transparent interactions across the globe.

3. Open Ledgers Have Fundamentally Changed the Game

- The blockchain has provided humanity with:
 - **Immutable Ledgers:** Transparent, tamper-proof records that form the backbone of trust in decentralized systems.
 - **Programmable Currencies:** Cryptocurrencies enable programmable economic interactions, fostering efficiency and innovation.
 - **Programmable Organizations:** DAOs redefine how entities operate, removing hierarchical inefficiencies through decentralized and self-executing governance mechanisms.

- **Public vs. Private Chains:** While public chains are open and accessible, DAOs writing to public ledgers ensure transparency. Private chains, by contrast, offer selective access for sensitive applications.

4. We Create Value Together in Ecosystems

- The rise of **interconnected DAOs** fosters an unprecedented **exchange of value and knowledge**.
 - These ecosystems catalyze innovation by creating shared economies of scale, mutual benefit, and cooperative networks.
- **Explosive Growth in Tokenomics:** Tokens serve as the lifeblood of DAO ecosystems, enabling:
 - Incentive alignment.
 - Governance participation.
 - Fractional ownership of resources and outcomes.
- This proliferation of tokens and advanced tokenomics models drives new forms of collaboration, capital flow, and impact-oriented projects.
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Additional Perspectives to Consider

- **The Intersection of DAOs and Regenerative Economies:** DAOs can operationalize regenerative principles at scale, creating organizations that are adaptive, resilient, and aligned with ecological and social imperatives.
- **The Ethical Dimension:** As DAOs gain prominence, questions of governance, inclusivity, and equitable resource distribution must be addressed to avoid replicating traditional power asymmetries.
- **DAOs as Living Systems:** Much like biological systems, DAOs thrive on feedback loops, self-organization, and continuous adaptation, making them uniquely suited for the challenges of a decentralized and regenerative future.

This extended perspective ties the macro trends of societal transition, technological innovation, and regenerative principles to the unique potential of DAOs as vehicles for transformative change.

Key Strategies and Pathways

1. **Contextualization is Crucial** (“the problem spaces”)
 - Recognize that **all solution sets are contextualized** to the specific needs, goals, and culture of the communities involved. Strategies must remain flexible to accommodate diverse ecosystems.

- **Collaboration Spaces for Contextual Understanding:**
 - Design **collaboration spaces** as dynamic environments where stakeholders co-create shared understanding, align on goals, and identify opportunities for synergy.
 - These spaces also serve as living laboratories, where new governance and operational protocols can be tested and refined.
- **Circles as Governance Enablers:**
 - **Circles** (self-organizing teams) create adaptable frameworks for decision-making, task distribution, and resource management.
 - Implement **modular governance protocols** within circles to ensure clarity in roles, responsibilities, and accountability, promoting inclusivity and participation.
- **Boundaries for Adaptive Protocols:**
 - Define **entry and exit protocols** that establish clear processes for onboarding, participation, and disengagement, while balancing openness and security.
 - Flexible boundaries enable communities to remain resilient to change while maintaining coherence.

2. Modular Platforms Drive Innovation (“the Cambrian Explosion”)

- Embrace **highly composable platforms** that enable customization and adaptability, rather than rigid one-size-fits-all solutions.
 - **Default Building Blocks for Quick Starts:**
 - Provide accessible **default modules** that allow communities to rapidly prototype and deploy their solutions.
 - These default building blocks should cover foundational needs like treasury management, voting, and member onboarding.
 - **Filling the Gaps with Customization:**
 - Design the system to **support the development of missing building blocks**, encouraging innovation to meet specific use cases.
 - Communities can contribute back to the ecosystem, fostering an iterative cycle of improvement and expansion.
 - **Shared Value Through New Building Blocks:**
 - Ensure that **new building blocks** developed by one community are modular and reusable, enhancing the entire ecosystem.

- Incentivize open-source collaboration and knowledge sharing to amplify the collective impact.

3. Blueprints as Unique Pathways to Success (“the solution spaces”)

- Recognize that every product or solution emerges from **unique blueprints** tailored to the community’s needs and aspirations.

- **Emergence of New Patterns:**

- Continuously document and analyze new patterns as they emerge, using them to refine existing blueprints and inspire future designs.
- Encourage **cross-community experimentation** to discover what works in diverse contexts.

- **Blueprint Execution as Case Studies:**

- Treat **executed blueprints** as valuable case studies that provide insights and lessons for others in the ecosystem.
- Highlight successes and failures to guide iterative learning and foster a culture of transparency.

- **Iteration of Successful Blueprints:**

- Promote **iterative development** of blueprints, incorporating feedback, new technologies, and evolving community needs.
- Share these iterations across the ecosystem, creating a living repository of best practices.

4. Ecosystem-Centric Design (“the network effect”)

- Think holistically about strategies that enable interconnected ecosystems where value, knowledge, and innovation flow freely.

- **Ecosystem Building Blocks:**

- Develop **ecosystem-level tools and protocols** that facilitate inter-DAO collaboration, resource sharing, and joint ventures.
- Examples include DAO-to-DAO interaction protocols, multi-DAO treasury management systems, and shared knowledge hubs.

- **Adaptive Governance Systems:**

- Incorporate **dynamic governance models** that allow communities to adjust their decision-making processes in response to changing circumstances.

- **Regenerative Metrics:**

- Introduce **impact measurement frameworks** that assess not only financial success but also social, environmental, and cultural outcomes.

5. Empowering Communities as Innovators

- Prioritize strategies that empower communities to take ownership of their solutions.
 - Provide **education and capacity-building programs** to equip members with the skills and knowledge needed to design, deploy, and maintain their unique systems.
 - Foster a culture of **co-creation and experimentation**, where communities are encouraged to test bold ideas and share their discoveries.
 - Ensure access to **support networks and resources**, enabling even small or resource-limited groups to thrive.

DAOs for Youth-led Initiatives

Recent Articles

"Put simply, when parents have problems, those problems appear to trickle down to their kids. This shouldn't come as a surprise.[...] Parents prefer magic wand explanations: that with one sweep of policy, kids' problems will magically go away and, conveniently, parents themselves were never at fault." - [The Problem With Teens Isn't Smartphones](#)

"I am a young adult who recently graduated from college, finally getting a taste of the real world, and I hate it. No longer bound by classes or any requirements, I am feeling more lost than ever. The realization that I am truly free to do anything I want is absolutely suffocating. I have never felt anxious in my life. Now that I find myself in this world that is boundless and full of potential, I feel like a dog that finally caught the ball but has no idea what to do with it." - [The Atlantic: Dear James: I Hate My Post-college Life](#)

Problem space

1. **Increased Isolation:** The advent of digital technology, while connecting people across the globe, has paradoxically led to increased feelings of isolation among young people. The shift from physical to virtual interactions can diminish the depth and quality of relationships, leading to feelings of loneliness and detachment.

2. **Manipulation by Social Media:** Social media platforms, designed to capture attention and engagement, can also manipulate perceptions and emotions. The curated and often idealized representations of life on these platforms can lead to unrealistic expectations, self-esteem issues, and a distorted sense of reality.
3. **Rising Mental Health Issues:** There has been a noticeable increase in mental health issues among the youth, including depression and anxiety. Factors contributing to this rise include societal pressures, academic stress, economic uncertainty, and the impact of social media. The stigma surrounding mental health discussions may also hinder seeking help.
4. **Aversion to Hierarchical Organizations:** Younger generations are increasingly seeking meaningful work that aligns with their values, and they often find traditional hierarchical organizations restrictive and misaligned with their desire for autonomy, purpose, and work-life balance. They favor environments that foster innovation, flexibility, and a flat organizational structure.
5. **Fear of the Future:** Climate change, political instability, and economic uncertainties contribute to a pervasive sense of fear about the future. The youth are concerned about the sustainability of the planet, job security, and the overall direction in which the world is heading.
6. **Uncertainty About Their Role in Society:** With rapid technological advancements and shifting societal norms, young people often struggle to find their place and purpose in society. The traditional pathways to success seem less applicable, and there is a search for new identities and roles that are meaningful and fulfilling.
7. **Economic Insecurity:** The youth today face significant economic challenges, including high levels of student debt, difficulty in securing well-paying jobs, and the unaffordability of housing. These economic pressures can lead to a sense of financial instability and skepticism about achieving traditional markers of adulthood, such as homeownership or financial independence.
8. **Overwhelmed by Choices and Information:** The digital age has brought an abundance of choices and information, which, while beneficial, can also be overwhelming. Young people must navigate a sea of career paths, educational opportunities, and lifestyle options, leading to decision paralysis and the fear of making the wrong choices. This abundance can also contribute to a sense of inadequacy and constant comparison.
9. **Distrust in Institutions:** There is a growing distrust among the youth towards traditional institutions, including governments, corporations, and the media. This skepticism is fueled by perceived corruption, lack of transparency, and failure of these institutions to address critical issues like climate change, social inequality, and economic disparities. The disillusionment with existing systems drives a

desire for alternative models of governance and business, such as those proposed by DAOs.

10. **Social and Environmental Responsibility:** Young people today are deeply concerned about social justice issues and the environmental crisis. They are disillusioned by previous generations' failure to address these problems effectively and are motivated to seek change. However, the magnitude of these challenges can also lead to feelings of helplessness and anxiety about the future.

These factors collectively contribute to a complex landscape of disillusionment among the youth, characterized by a search for authenticity, meaning, and community. By understanding and addressing these concerns, initiatives like the youth-led DAO by Hypha can create spaces that resonate with young people's values and aspirations, offering them a platform to effect change and find a sense of purpose and belonging in the process.

Engaging with these disillusioned yet motivated young individuals offers a unique opportunity to tap into their innovative potential, drive for social justice, and desire for a sustainable future. Through collaboration, empathy, and empowerment, it's possible to transform this disillusionment into positive action and innovation.

Solution space

Engaging with the youth through a DAO structure requires a thoughtful approach that balances empowerment with guidance, offering them both the autonomy to make decisions and the support needed to develop their organizational skills. The plan to engage with the youth through the Hypha network could follow a structured pathway that transitions them from learners to leaders, ensuring they acquire the necessary experience and maturity to run their own DAO successfully. Here's a detailed plan to achieve this:

Phase 1: Outreach and Education

1. **Awareness Campaigns:** Utilize social media, educational institutions, and community events to raise awareness about the Hypha platform and the benefits of participating in a DAO. Highlight success stories and the potential impact on social and environmental causes.
2. **Workshops and Webinars:** Offer online and offline educational programs focused on blockchain technology, the principles of decentralized governance, and the

importance of social and environmental responsibility. Tailor these sessions to be engaging and accessible for young audiences.

Phase 2: Engagement as “Modern-Day Interns”

1. **Introduction to the Hypha Ecosystem:** Begin with an orientation program that introduces the youth to the Hypha ecosystem, its values, missions, and the various projects under its umbrella.
2. **Mentorship Program:** Pair each participant with a mentor from the Hypha community. These mentors would guide the interns in understanding the nuances of working within a DAO, developing leadership skills, and applying their knowledge in practical projects.
3. **Project-Based Learning:** Engage interns in specific, real-world projects within the Hypha network. These projects could be tailored to match their interests and skills, ranging from environmental initiatives to social outreach programs. This hands-on experience is crucial for building their competence and confidence.

Phase 3: Progressive Autonomy

1. **Micro-DAO Participation:** Introduce the concept of micro-DAOs, small and manageable groups within the Hypha ecosystem where interns can take on more significant roles under supervision. This stage allows them to experience governance and decision-making processes firsthand.
2. **Feedback and Reflection Sessions:** Regularly scheduled sessions for interns to share their experiences, challenges, and learnings. These sessions can also include peer-to-peer learning and feedback from mentors.

Phase 4: Launching Their Own DAO

1. **Preparation and Proposal:** Interns who have shown maturity, leadership, and a commitment to the values of Hypha can propose their DAO concept. Support them in developing a clear mission, structure, and operational plan.
2. **Seed Funding and Support:** Provide initial support in the form of seed funding, technical resources, and guidance to help launch their DAO. This could be facilitated through a dedicated fund set aside for youth-led initiatives.
3. **Continued Partnership:** Even after the launch of their DAO, maintain a supportive relationship. Offer a network of resources, expertise, and community support to ensure their sustained growth and impact.

Additional Incentives and Attractors

To encourage youth to join the Hypha network and contribute meaningfully, several tailored incentives and strategies can be implemented:

1. Educational Opportunities

- **Workshops and Training:** Offer workshops, webinars, and online courses on blockchain technology, decentralized governance, and innovative fields like AI and renewable energy.
- **Certifications:** Provide certifications for completing certain modules or contributing to projects, which can enhance their resumes and career prospects.

2. Mentorship Programs

- **Expert Guidance:** Connect young innovators with experienced mentors within the Hypha network to provide guidance, support, and career advice.
- **Peer Learning:** Facilitate peer-to-peer learning groups to foster collaboration and knowledge sharing among young members.

3. Financial Incentives

- **Grants and Scholarships:** Establish grants, scholarships, and funding opportunities for youth-led projects and research initiatives.
- **Bounties and Rewards:** Implement bounty programs where youth can earn tokens or other rewards for completing specific tasks or contributing to projects.

4. Career Development

- **Internships and Apprenticeships:** Create internship and apprenticeship programs within the Hypha ecosystem to give youth hands-on experience.
- **Job Placement:** Partner with companies and organizations to offer job placement services for active and contributing members.

5. Community and Networking

- **Exclusive Events:** Host exclusive networking events, hackathons, and innovation challenges where youth can connect with industry leaders and peers.

- **Youth Councils:** Form youth councils or committees to ensure young voices are heard in decision-making processes within the Hypha network.

6. Empowerment and Recognition

- **Leadership Roles:** Offer leadership and governance roles within DHOs to empower youth to take charge of projects and initiatives.
- **Recognition Programs:** Establish recognition programs, awards, and public acknowledgment for outstanding contributions.

7. Access to Resources

- **Innovation Labs:** Provide access to innovation labs, co-working spaces, and research facilities equipped with the latest technology.
- **Resource Libraries:** Create digital libraries with resources, tools, and templates to support youth-led innovation and project development.

8. Impact-Driven Projects

- **Social Impact Projects:** Encourage participation in projects that address real-world problems such as climate change, social inequality, and community development.
- **Sustainability Initiatives:** Involve youth in sustainability and regenerative projects to align with their values and passions for a better future. [see YOMA](#)

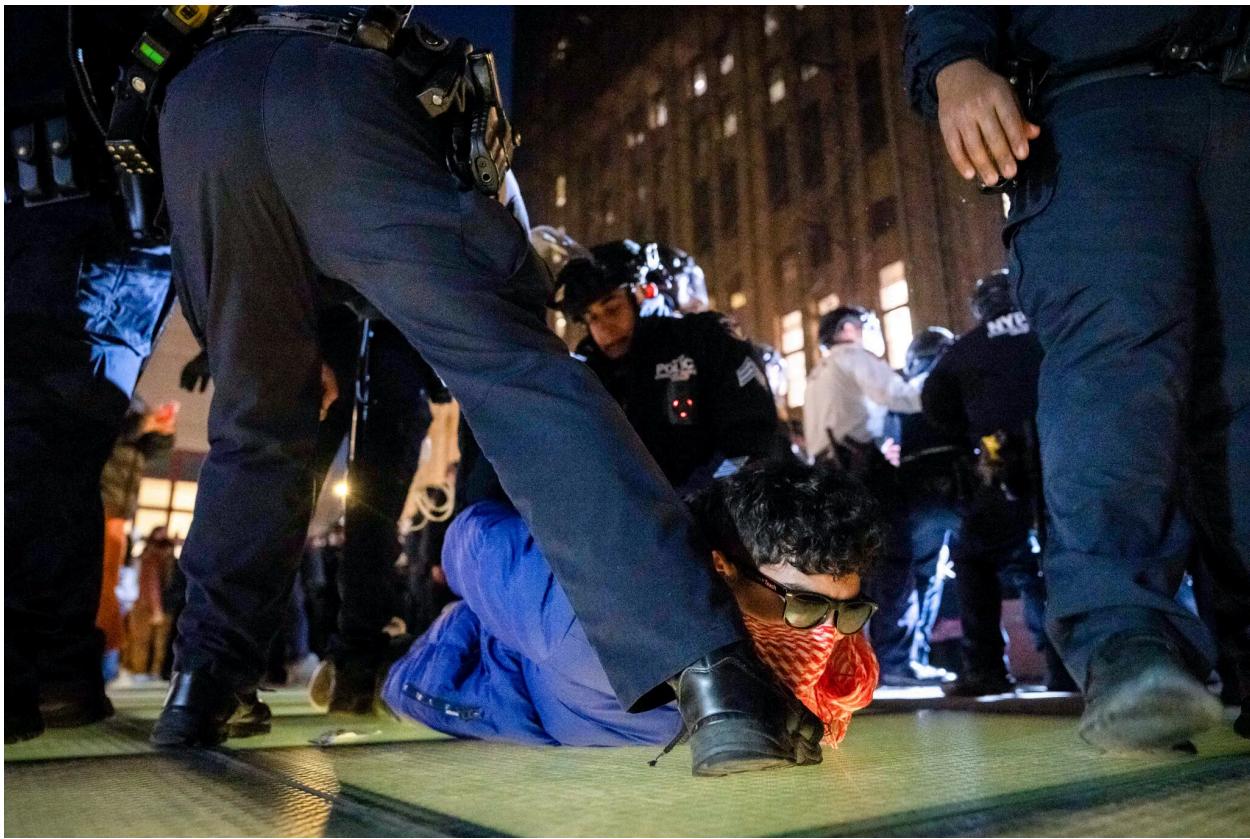
9. Creative Freedom

- **Innovation Sandbox:** Create an ‘innovation sandbox’ where young members can experiment with new ideas without the fear of failure, promoting creativity and out-of-the-box thinking.
- **Crowdsourcing Ideas:** Implement platforms for crowdsourcing ideas where youth can pitch their projects and collaborate with others.

10. Cultural and Artistic Expression

- **Art and Culture Programs:** Support artistic and cultural projects that allow youth to express their creativity and heritage within the Hypha ecosystem.
- **Collaborative Projects:** Encourage interdisciplinary projects that combine technology, art, and social impact, fostering a holistic approach to innovation.

DAOs for Student Movements



Background

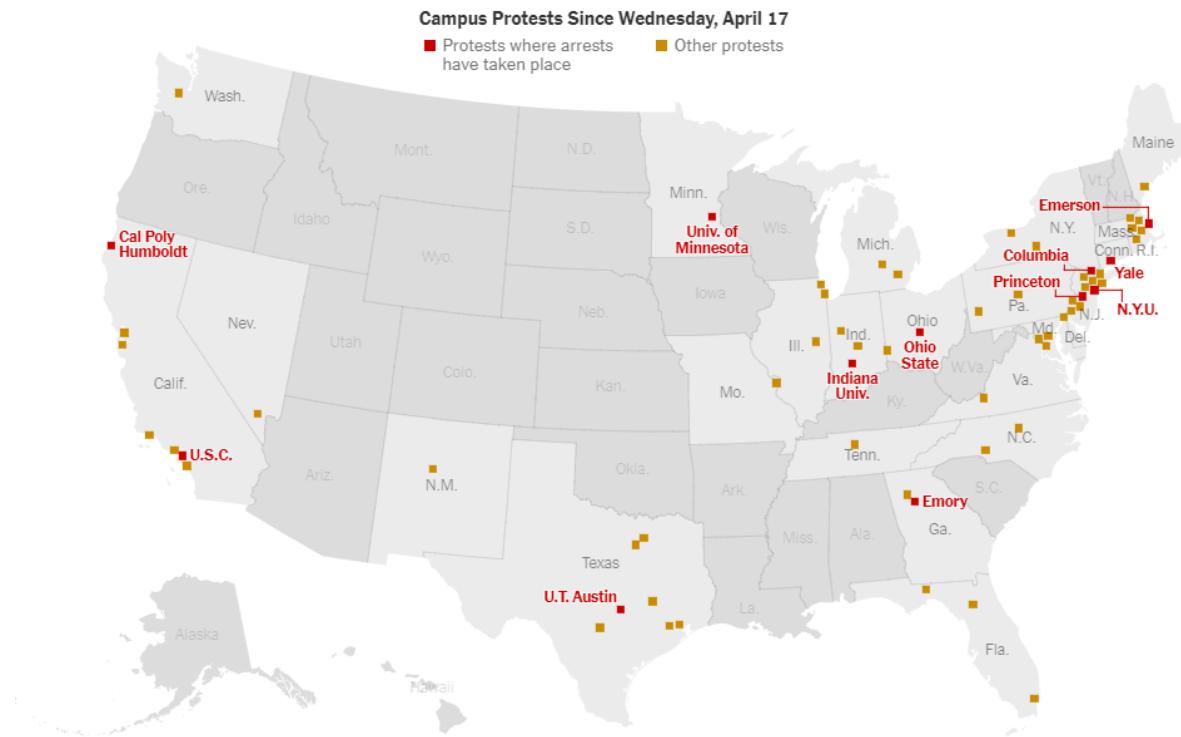
Are there any indications that the [current student protests](#) on campuses around the US are coordinated?

The current student protests on campuses across the U.S. do not appear to be nationally coordinated but are instead responses to specific local issues, mostly concerning the Israeli-Palestinian conflict. However, the reaction from university administrations and law enforcement has been notably severe at multiple institutions, suggesting a broader trend of strict responses to these protests.

Various reports indicate that protests at institutions like Columbia, MIT, Brown, and Pomona have been sparked by the ongoing conflict in Gaza and related issues, such as calls for universities to divest from Israel. Actions taken by universities have included

suspensions and increased security measures, particularly when protests have disrupted normal university operations or have been perceived as a safety threat.

While these protests share common themes, particularly regarding the Israeli-Palestinian conflict, the individual triggers and responses at each university suggest that the protests are organized more by local student groups rather than by a central coordinating body. This decentralization is seen in the varied nature and scale of the protests, ranging from sit-ins and building occupations to more peaceful gatherings.



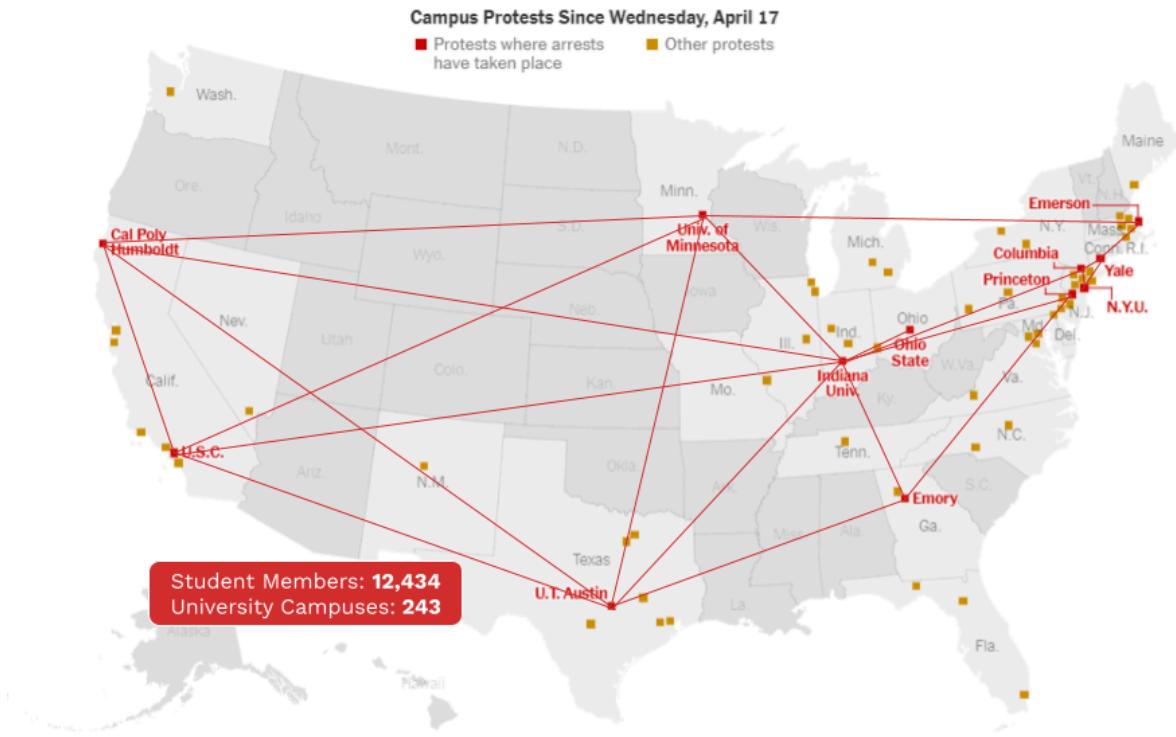
How could the Hypha DAO platform be used to begin a socio-political movement so that student activities are coordinated at a regional or even national scale?

Hypha DAO (Decentralized Autonomous Organization) could be an effective platform for coordinating student movements on a regional or national scale due to its inherent qualities that promote decentralized decision-making and resource allocation. Here's how it could be utilized:

- Formation of a Common Framework:** Hypha DAO allows for the creation of a structured yet flexible framework where various student groups can converge. This platform can help establish common goals, strategies, and actions, ensuring that all participating groups are aligned and can operate under a unified banner.

2. **Decentralized Decision Making:** Using the DAO, decisions can be made democratically without centralized control. Each participating group or individual can have a vote proportional to their stake or involvement level, ensuring that decisions reflect the collective will of the movement.
3. **Resource Allocation:** Hypha DAO could be used to manage and allocate resources efficiently. Funding, materials for protests, and other logistics could be distributed based on proposals voted on by the community. This ensures transparency and equitable distribution according to the needs and contributions of different groups.
4. **Communication and Coordination:** The platform can serve as a central hub for communication and coordination. Updates, plans, and other important information can be shared instantly across the network, keeping all participants informed and engaged.
5. **Incentivization and Rewards:** Hypha DAO can also be set up to incentivize participation and reward contributions using tokens or other digital assets. This can increase engagement and motivate individuals and groups to contribute more actively to the movement.
6. **Legal and Organizational Structure:** Operating as a DAO provides a legal and organizational structure that can help in navigating the complexities of national and international laws, especially when dealing with issues that span multiple jurisdictions.

By leveraging the decentralized, transparent, and participative nature of Hypha DAO, student movements can become more organized, impactful, and resilient against opposition or co-optation. This approach not only fosters greater cooperation across diverse groups but also empowers individuals by giving them a direct voice in the movement's direction and strategy.



Outline for Blueprint

Introduction: Purpose and Goals

- Define the purpose of the movement, such as addressing student concerns over university policies or broader socio-political issues.
- Set clear, actionable goals that the movement aims to achieve.

Chapter 1: Establishing the DAO

- **Formation:** Guide on setting up a Hypha DAO, including the technical setup and initial distribution of governance tokens to early members.
- **Governance Structure:** Detail the governance model (e.g., one token, one vote), decision-making processes, and how proposals are submitted and approved.
- **Legal Considerations:** Address potential legal issues related to DAO activities, ensuring compliance with local and national laws.

Chapter 2: Membership and Stakeholders

- **Recruitment:** Strategies for recruiting members from various campuses and communities, emphasizing inclusivity and diversity.

- **Roles and Responsibilities:** Define roles within the DAO, such as coordinators, communicators, and task-specific teams.
- **Stakeholder Engagement:** Methods for engaging with non-member stakeholders, including university administrations, local communities, and possibly sympathetic organizations.

Chapter 3: Strategy Development

- **Issue Identification:** Techniques for identifying and prioritizing issues based on member input and strategic importance.
- **Action Planning:** Guidance on planning campaigns, including timelines, required resources, and execution steps.
- **Feedback Mechanisms:** Implementing systems for ongoing feedback and adaptation of strategies based on real-time outcomes and member input.

Chapter 4: Resource Management

- **Funding:** Exploring methods for funding the DAO, including membership dues, donations, and fundraising campaigns.
- **Resource Allocation:** Using the DAO platform to propose, vote on, and distribute resources efficiently to various actions and needs.
- **Transparency and Accountability:** Ensuring that all financial transactions and resource distributions are transparent to members to maintain trust and accountability.

Chapter 5: Communication and Outreach

- **Internal Communication:** Tools and protocols for effective internal communication within the DAO, ensuring all members are informed and engaged.
- **Public Relations:** Developing a public relations strategy to communicate with the broader public and media, including press releases and social media management.
- **Alliance Building:** Tips for building alliances with other organizations and movements to strengthen the impact and reach of the movement.

Chapter 6: Action and Mobilization

- **Protest Organization:** Detailed guides on organizing and conducting protests, including safety measures, legal rights education, and coordination with local authorities.

- **Digital Campaigning:** Leveraging online platforms for broader reach and impact, including social media campaigns and digital protests.
- **Evaluation and Iteration:** Methods for evaluating the effectiveness of actions and refining strategies accordingly.

Chapter 7: Dealing with Challenges

- **Conflict Resolution:** Mechanisms for resolving internal conflicts within the DAO and dealing with external opposition.
- **Crisis Management:** Preparing for and managing potential crises, including legal challenges and significant public or governmental backlash.

Chapter 8: Long-Term Sustainability

- **Growth Strategies:** Plans for scaling the movement and the DAO structure as it gains traction and membership grows.
- **Legacy Planning:** Ensuring the movement's longevity by planning for leadership transitions and long-term goals beyond immediate issues.

Conclusion: Next Steps

- Encourage ongoing engagement and reevaluation of the DAO's structure and goals.
- Inspire members to take proactive roles and foster a culture of active participation and responsibility.

Appendices

- Technical guides on using the Hypha DAO platform.
- Templates for proposals, voting processes, and campaign planning.
- Legal resources and contacts for member support.

This guidebook would serve as a comprehensive manual for students and activists looking to harness the power of decentralized organization for socio-political advocacy, tailored to the needs and dynamics of student movements in the U.S. and potentially globally.

Templates



1. **Organizing Circle:** Coordinates the logistics of protests, including locations, dates, and times.
2. **Communications Circle:** Manages outreach to students, media, and the public.
3. **Legal and Compliance Circle:** Advises on legal rights and handles any legal challenges.
4. **Campus Relations Circle:** Liaises with university administrations and student bodies.
5. **Solidarity and Outreach Circle:** Builds alliances with other movements and organizations.
6. **Wellness and Safety Circle:** Ensures the physical and mental well-being of protesters.
7. **Education and Training Circle:** Develops educational materials and training for non-violent protest.
8. **Digital Operations Circle:** Handles social media, online campaigns, and digital security.
9. **Resource Management Circle:** Oversees fundraising and resource distribution.
10. **Art and Expression Circle:** Creates visual and performance art to support the movement's message.

Roles within Circles

1. **Strategic Planner:** Develops long-term strategies for the movement.
2. **Logistics Coordinator:** Organizes the practical aspects of protests.
3. **Legal Advisor:** Offers legal advice and monitors compliance with laws.
4. **Media Liaison:** Acts as the spokesperson with media outlets.
5. **Community Organizer:** Engages with and mobilizes the student body.
6. **Wellness Coordinator:** Addresses protesters' health and safety needs.
7. **Educator:** Teaches about non-violent resistance and protest methods.
8. **Digital Strategist:** Manages online presence and digital campaigns.
9. **Fundraiser:** Secures financial and material support for the movement.
10. **Artist/Designer:** Creates visual materials like posters and flyers.

Badges of Recognition

1. **Peace Ambassador Badge:** For members who successfully de-escalate tensions during protests.
2. **Legal Eagle Badge:** For those providing legal support and advice.
3. **Press Corps Badge:** For members effectively managing media relations.
4. **Digital Warrior Badge:** For outstanding contributions to digital campaigns.

5. **Creative Vanguard Badge:** For exceptional artistic contributions to the movement.

Key Policies for Student Protest Movements

1. **Non-Violence Policy:** Outlines the commitment to peaceful protest and the tactics permitted.
2. **Legal Engagement Policy:** Guidelines on interacting with law enforcement and legal proceedings.
3. **Media Relations Policy:** Defines how to engage with the media and manage public relations.
4. **Safety and Risk Policy:** Addresses risk assessment and safety measures for protests.
5. **Digital Security Policy:** Ensures online communications and data are secure.

Key Documents

1. **Negotiation Template:** Outlines the structure for negotiations with university administrations.
2. **Non-Violent Response Guide:** Provides strategies for maintaining peaceful protests in the face of provocation.
3. **Law Enforcement Liaison Guide:** Advises on effective communication with law enforcement to de-escalate potential conflicts.
4. **Protest Planning Checklist:** A comprehensive list of tasks and considerations for organizing a protest.
5. **Arrest Protocol Document:** Instructions for protesters on how to handle potential arrests, including legal rights and resources.
6. **Media Kit:** Templates for press releases, media advisories, and statements.
7. **Training Manuals:** For teaching non-violent protest tactics and legal rights education.

With these templates and documents, student protesters can organize effectively, maintain a non-violent stance, and navigate legal and media landscapes with greater proficiency.

Protocols

Socio-Political Movement Protocols for Student Protests

1. **Regeneration Protocol**

- **Sustainability Focus:** Emphasizes practices that have a low environmental impact and promote socio-economic equality.
- **Integration:** Incorporates eco-friendly logistics for protests and community upliftment projects.
- **Implementation:** Establishes guidelines for sustainable protest materials, waste management, and awareness campaigns.

2. Incentives Protocol

- **Participation Rewards:** Implements a system to reward active participants with tokens that can be used for movement-related benefits.
- **Growth Incentives:** Offers additional incentives for volunteers who take on more significant responsibilities.
- **Implementation:** Sets up a DAO for token distribution and records contributions and rewards.

3. Agreements Protocol

- **Transparent Interactions:** Ensures that all actions and transactions within the movement are open and accountable.
- **Fair Governance:** Provides a structure for democratic decision-making within the movement.
- **Implementation:** Uses smart contracts for governance and to automate the enforcement of rules.

4. Peace Building Protocol

- **Conflict Resolution:** Develops a system for internal mediation and promotes dialogue with external parties.
- **De-escalation Training:** Provides members with training on non-violent communication and de-escalation tactics.
- **Implementation:** Organizes workshops and creates a dedicated team for conflict resolution.

5. Community Building Protocol

- **Strong Networks:** Fosters a supportive network that connects different campus groups.
- **Community Welfare:** Focuses on actions that benefit the larger community, including educational initiatives.
- **Implementation:** Encourages local community projects and establishes communication channels between groups.

6. Political Movement Building Protocol

- **Political Advocacy:** Empowers communities to influence political processes and policies.
- **Educational Campaigns:** Educates members on political rights and civic engagement.

- **Implementation:** Coordinates with political organizations, runs awareness campaigns, and engages in lobbying.

7. Virtuous Economy Protocol

- **Ethical Economics:** Promotes the creation and adoption of fair economic practices within the movement.
- **Local Growth:** Encourages support for local businesses and ethical purchasing.
- **Implementation:** Sets up a system for members to trade goods and services within the movement's economy.

8. Network D2D Protocols

- **Inter-DAO Relations:** Manages relationships between different DAOs associated with the movement.
- **Voting Mechanisms:** Establishes dual DAO voting for inter-organizational decisions.
- **Implementation:** Creates agreements for collaboration and exchange between campus groups.

9. Governance Protocols

- **Proposal System:** Sets guidelines for different types of proposals, such as policy changes or resource allocations.
- **Voting Methods:** Employs various voting systems like quadratic voting to reflect the members' will accurately.
- **Implementation:** Adopts a DAO structure for governance, with clear protocols for making and passing proposals.

Abilities

1. Proposal System

- Ability to create, submit, debate, and vote on various proposals (e.g., action plans, resource allocation, partnerships).

2. Roles and Responsibilities

- Customizable role definitions and assignments.
- Management of permissions based on roles.
- System for role rotation and succession planning.

3. Sub-DAO Creation

- Facility to create sub-DAOs for each participating campus or regional group.
- Interoperability between the main DAO and sub-DAOs.

4. Badge System

- Mechanism to create and assign digital badges as recognition of contributions or achievements.
- Badges that can confer privileges or access within the DAO.

5. Rewards and Incentives

- Tokenomics structure to issue and distribute tokens.
- Rewards for participation, contributions, and completion of specific initiatives.
- Mechanism for redeeming tokens for services, goods, or privileges.

6. Circles (Working Groups)

- Formation of circles with specific focuses such as logistics, legal matters, and communications.
- Tools for circles to manage their own mini-proposals, budgets, and tasks.

7. Voting System

- Support for various voting methods such as simple majority, quadratic voting, and consensus.
- Security features to ensure one-member-one-vote integrity and prevent fraudulent activities.

8. Communication Tools

- Integrated communication platforms for discussions, updates, and coordination.
- Tools for both public and private communication within the DAO.

9. Budgeting and Finance

- Transparent accounting system to track funds and expenditures.
- Budget proposal and approval mechanisms for the DAO's activities.

10. Governance Framework

- Enforceable governance rules embedded into smart contracts.
- Amendments and updates to governance protocols as agreed upon by the membership.

11. Task and Project Management

- Tools for tracking progress on various tasks and projects.
- Integration with external project management systems, if necessary.

12. Resource Management

- System to manage and allocate non-monetary resources.
- Inventory tracking for physical assets.

13. Membership System

- Onboarding process for new members.
- Directory of members and their roles, contributions, and badge achievements.

14. Educational Resources

- Repository for educational materials related to the movement and DAO operations.
- Access controls to distribute sensitive information appropriately.

15. Conflict Resolution

- Protocols for handling internal disputes.
- Integration with external mediation services if required.

16. Event Coordination

- Tools for organizing, promoting, and managing events or protests.
- Calendar system for planning and coordination across different time zones.

17. Analytics and Reporting

- Dashboard for key metrics of DAO health and progress.
- Reporting tools for financial, participation, and project status reports.

18. Integration Capabilities

- API or other integration points for third-party tools and platforms.
- Compatibility with external services like social media, crowdfunding, and forums.

19. Security and Identity Verification

- Systems to verify the identity of members to prevent Sybil attacks.
- Robust security measures to protect against hacking and unauthorized access.

20. Legal Compliance

- Features to ensure that DAO activities comply with relevant laws and regulations.
- Tools for generating necessary legal documentation and reports.

This framework aims to empower the student protest movement by providing a comprehensive set of tools for effective self-governance, organization, and execution of activities at scale.

Participants

Stakeholder	Participation	Importance	Description
Core Organizers	High	Critical	Students and faculty leading and directing the movement.

General Members	Medium to High	High	Active participants in the DAO's activities and decisions.
Supporting Members	Low to Medium	Moderate	Occasional contributors and external movement supporters.
University Administration	Low (Indirect)	High	University officials engaging with the movement.
Student Body	Variable	Moderate to High	The wider student population affected by or interested in the movement.
Local and National Organizations	Low to Medium	Moderate	NGOs and other groups that support the movement.
Government Entities	Low (Indirect)	Variable	Government bodies that the movement seeks to influence.
Media	Low (Indirect)	High	Media outlets covering the movement and shaping public perception.
Academic Associations	Low to Medium	Moderate	Groups that represent the academic community and provide support.
Sponsors and Donors	Low	Moderate	Individuals and organizations funding the movement.

Law Enforcement	Low (Indirect)	Moderate	Law enforcement agencies that may interact with protesters.
Legal Advisors	Medium	High	Lawyers and legal experts advising the movement.
Community Members	Low to Medium	Moderate	Local community members and businesses affected by protests.
Technology Providers	Low	Moderate to High	Companies providing the technical infrastructure for the DAO.
Non-Governmental Organizations	Medium	Moderate	NGOs providing support and potentially partnership opportunities.
Alumni Associations	Low	Moderate	Alumni who can offer resources, networking, and support.
Peer Movements	Medium to High	High	Other movements that share goals and can collaborate.
Opposing Groups	Low to Medium	Moderate	Groups with opposing viewpoints that can impact the movement's strategy.
International Observers	Low	Low	Global entities and foreign organizations monitoring the movement.

Potential Recruits	Variable	High	Individuals who are potential new members of the movement.
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DAOs for Land-based Communities and Farms

Background and Purpose of Use Case

Objective: The primary goal of implementing a DAO for land-based communities is to leverage decentralized governance and blockchain technology to enhance sustainability, community engagement, and resource management. This approach aims to address the limitations of traditional centralized systems by empowering local communities, ensuring transparency, and fostering global collaboration.

Stakeholders

- **Local Residents:** Individuals residing in the community actively participating in governance and projects.
- **NGOs:** Non-governmental organizations providing support for community projects.
- **Government Entities:** Local and national governments involved in policy-making and resource allocation.
- **International Organizations:** Entities supporting sustainability and community initiatives.
- **Technology Providers:** Companies offering technical support for DAO implementation.
- **Educational Institutions:** Schools and universities offering educational programs.
- **Private Sector:** Businesses contributing resources and innovation.
- **Investors:** Individuals and entities funding community support initiatives.
- **Community Monitors:** Citizens and volunteers monitoring community conditions and resource distribution.
- **Media:** Outlets reporting on community activities and DAO initiatives.

- **Legal Advisors:** Experts ensuring compliance with laws and advocating for community rights.
- **Sponsors and Donors:** Individuals and organizations providing financial and material support.
- **Local Businesses:** Enterprises supporting or impacted by the community.
- **Environmental Groups:** Organizations focusing on the environmental impact of the community.
- **Potential Volunteers:** Individuals interested in contributing to community support initiatives.

Problem Description (Without DAOs)

Current Challenges:

- **Bureaucratic Inefficiencies:** Delays and inefficiencies hinder timely service provision.
- **Lack of Flexibility:** Rigid frameworks fail to adapt to changing conditions.
- **Political Constraints:** Efforts are influenced by political considerations, compromising neutrality.
- **Resource Constraints:** Insufficient funding and political support limit capacity.
- **Scalability Issues:** Traditional systems struggle to scale in response to demands.
- **Limited Community Engagement:** Minimal involvement of residents in decision-making.
- **Ineffective Monitoring:** Inadequate systems for monitoring and reporting.
- **Lack of Transparency:** Opaque processes lead to mistrust and potential mismanagement.

Impact:

- **Delayed Aid:** Inefficiencies slow delivery of services and resources.
- **Poor Adaptability:** Inflexible systems cannot respond to evolving needs.
- **Compromised Neutrality:** Political influence undermines effectiveness.
- **Underfunded Programs:** Resource constraints limit support initiatives.
- **Overwhelmed Systems:** Large demands strain infrastructure and services.
- **Disempowered Communities:** Residents lack agency in decisions impacting their lives.
- **Unmonitored Conditions:** Poor oversight leads to unaddressed issues.

- **Mistrust and Mismanagement:** Lack of transparency fosters mistrust and potential corruption.

Solution Space (Using DAOs)

DAO Implementation: A Land-based DAO can address these challenges by decentralizing governance, ensuring transparent and efficient resource management, and empowering community members to participate in decision-making processes.

Components:

- **Transparent Ledger:** Utilizing blockchain to maintain a public, immutable record of resource distribution, contracts, and transactions.
- **Smart Contracts for Resource Allocation:** Implementing smart contracts that release funds and resources only when verifiable conditions are met.
- **Community Governance:** Allowing community members and stakeholders to vote on important issues, budget allocations, and project approvals.
- **Whistleblower Protection:** Providing a secure, anonymous platform for reporting corruption and mismanagement.
- **Automated Audits:** Using algorithms to regularly audit transactions and flag irregularities.
- **Decentralized Proposals and Funding:** Enabling community members to propose and fund initiatives directly.
- **Legal Document Repository:** Hosting a decentralized repository of legal documents and resources.
- **Crowdsourced Monitoring:** Allowing citizens and volunteers to monitor and report on conditions.
- **Open Forums for Discussion:** Providing platforms for open discussion on policy matters.
- **Collaboration with NGOs:** Partnering with NGOs to verify data and support initiatives.
- **Real-time Reporting and Alerts:** Enabling immediate reporting of issues and dissemination of alerts.
- **Cross-Border Collaboration Tools:** Facilitating international cooperation on community support and policy.

Benefits:

- **Increased Transparency:** Blockchain ensures all transactions and decisions are recorded and accessible.
- **Efficient Resource Management:** Smart contracts and decentralized governance enhance efficiency and reduce mismanagement.
- **Enhanced Community Engagement:** Empowering residents and stakeholders to actively participate in governance.
- **Improved Monitoring:** Crowdsourced monitoring and automated audits ensure better oversight and accountability.
- **Effective Collaboration:** Strengthening partnerships with NGOs and international bodies.
- **Timely Responses:** Real-time reporting and alerts enable quick responses to issues.
- **Scalable Solutions:** Decentralized systems can scale up rapidly to meet increasing demands.
- **Community Empowerment:** Giving residents a voice and agency fosters greater trust and engagement.

Rancho Margot Example

Conservation and Regeneration

Spanning 167 hectares, Rancho Margot plays a vital role in local conservation efforts, being part of a biological corridor that stretches from Arenal Park to the Monteverde region and further towards the Pacific Coast. Since 2004, the ranch has successfully reforested 100 hectares, constituting 60% of its total area, which is now protected and preserved. The remaining 40% is utilized for the eco-lodge, experimental farm, agricultural fields, and pastures. A commitment to sustainability is evident in the ranch's operations, as all electricity is generated on-site, making Rancho Margot fully off-the-grid.

Education and Community

Education is a cornerstone of Rancho Margot's mission. The ranch regularly hosts local and international student groups, eager to learn about sustainable practices and often contributing as volunteers. Visitors can expect to encounter these energetic groups

during their stay, as Rancho Margot aims to educate and inspire future generations indefinitely. Far from a luxury hotel or fancy organic restaurant, Rancho Margot is an experimental community focused on living in harmony with nature. With about half of the 50 staff members living part-time on the property and a number of permanent residents, the community is deeply integrated into daily operations. The ranch supports at least 50 local families through employment, emphasizing its role as a vital part of the local economy and community.

Rancho Margot's Goals

- **Sustainability:** Ensure continued growth and thrivability.
- **Youth Engagement:** Prepare the next generation for leadership.
- **Income Generation:** Leverage eco-tourism, hospitality, farming, and education.
- **Community Focus:** Serve as a center for indigenous and local communities.

DAO Initiatives

1. **DAO Launch:**
 - Activate core team and structure.
 - Build community engagement frameworks.
 - Develop impact assessment models.
2. **Bioregion Hub:**
 - Define scope and scale for bioregional initiatives.
 - Activate regional segments.
 - Create a nested bioregional DAO framework.

Conclusion

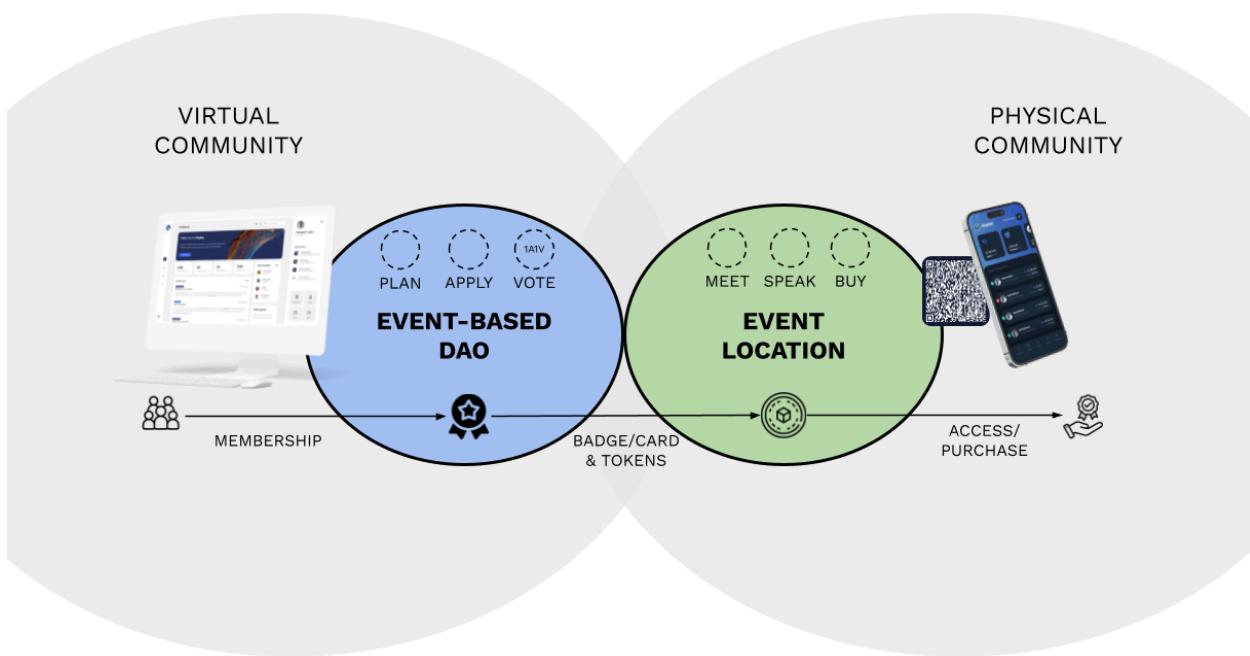
Implementing DAOs in land-based communities can revolutionize community governance, resource management, and engagement. By leveraging blockchain and decentralized governance, these communities can overcome traditional challenges, enhance transparency, and empower residents, fostering a sustainable and thriving future.



DAOs for Festivals and Artists

Purpose

Our network includes members in the socio-ecological space that launch frequent in-person gatherings (retreats, festivals, un-conferences) across the planet usually at amazing venue locations with very affordable pricing and highly engaging agendas/programs (contrary to the run-of-the-mill HR/Tech/Fin conferences). This note explores positioning the Hypha DAO as an adjacent event space/tool pre and post the actual event.



[source](#)

Festival DAOs

Festival DAOs are centered around organizing, managing, and enhancing the experience of festivals, events, or any large-scale gatherings. The following are potential functions that such DAOs could integrate:

1. Dynamic Event Ticketing

- **Token-Gated Access:** Offer event tickets in the form of NFTs or fungible tokens, which could also serve as access keys for various parts of the festival (VIP areas, stages, meet-and-greets).
- **Dynamic Pricing Models:** Use decentralized oracles to adjust ticket prices based on demand, remaining capacity, or community voting for pricing tiers (e.g., early bird specials or last-minute sales).
- **Resale & Gifting Mechanism:** Enable the secure resale of tickets via smart contracts, ensuring that both the original and secondary markets remain within the DAO's control to prevent fraud and scalping.

2. Volunteer Coordination & Rewards

- **Volunteer Bounties:** Festival DAOs can leverage bounties to incentivize volunteers to assist with various aspects (e.g., set up, clean-up, security). Volunteers receive tokens or NFTs as rewards, which can be redeemable for perks like free entry or exclusive merchandise.
- **Contribution Tracking:** Use blockchain-based tracking systems to log volunteer hours and contributions, with transparent records for awarding badges, experience points, or even governance roles within the DAO.

3. Decentralized Programming & Voting

- **Community Curation of Lineups:** The DAO members can propose and vote on artists, themes, or programming elements, creating a co-created event. Festivalgoers can even participate in crowd-sourced scheduling, determining when acts perform or what types of activities are prioritized.
- **Collaborative Art & Experience Design:** Implement a platform for attendees to submit ideas for art installations, interactive experiences, or unique concepts. If ideas are approved by the community, those who proposed them receive funding or recognition in the form of tokens.

4. Revenue-Sharing Models

- **Profit Distribution:** Festival DAOs can allocate revenue generated from ticket sales, merchandise, and concessions to stakeholders based on their level of contribution or token holdings. Profit-sharing can be directly tied to the token ecosystem.
- **DAO Treasury & Sponsorship Deals:** Manage a transparent treasury that funds upcoming festivals and secures sponsorship deals through

proposals and votes. This ensures that sponsorship alignments are community-approved, and funds are used efficiently.

5. Real-Time Decision Making

- **Live Polling & Voting During the Festival:** Enable festivalgoers to participate in real-time decision-making during the event. For example, they could vote on extending a particular set or changing the order of performances.
- **Smart Contracts for Logistics:** Implement self-executing smart contracts to handle various logistical aspects like stage scheduling, vendor payments, or performance bonuses based on crowd feedback.

Artist DAOs

Artist DAOs are focused on empowering artists to connect with their fanbase, manage their creative output, and build sustainable support networks. Below are potential functions that can be integrated into Artist DAOs:

1. Fan Tokenization & Membership Tiers

- **Fan Tokens for Exclusive Access:** Issue fan tokens that enable holders to access exclusive content, early releases, or behind-the-scenes footage. Tokens could also serve as a way for fans to participate in voting on creative decisions (e.g., album art, song releases).
- **Membership Tiers:** Create various levels of membership within the DAO, where holding a certain number of tokens or special NFTs grants access to higher-tier perks, such as virtual meet-and-greets, signed merchandise, or one-on-one sessions with the artist.

2. Collaborative Content Creation

- **Community Input on Creative Works:** DAO members can submit ideas or vote on aspects of the artist's content creation process, whether it's song lyrics, visual themes, or new projects. Fans become co-creators in the artist's journey, adding a layer of interactivity.
- **DAO-Curated Projects & Releases:** Allow the DAO to help curate special releases, live performances, or collaborations with other artists, using community votes to decide which direction the artist takes next.

3. Decentralized Fundraising & Royalties

- **Crowdsourced Funding for Creative Projects:** Artist DAOs can initiate crowdsourcing campaigns within the DAO for funding new albums, videos,

- or tours. Contributors receive a share of potential royalties or exclusive benefits tied to the success of the project.
- **Royalty Redistribution & Fractional Ownership:** Implement smart contracts that automatically distribute royalties from music sales, streaming, or other creative works to DAO members based on their token holdings or initial project contribution.

4. Merchandise & Digital Goods Marketplace

- **NFT-Based Merchandise & Art:** Sell limited-edition NFTs as digital collectibles, including album art, concert posters, or even virtual assets like digital clothing for metaverse use. These NFTs could unlock perks or serve as proof of fandom within the DAO.
- **Physical & Virtual Goods Exchange:** Develop a marketplace where fans can purchase exclusive merchandise directly from the artist, with DAO tokens potentially serving as a form of currency or enabling token-gated shopping for rare items.

5. Community Governance & Artist Support

- **DAO-Based Governance & Proposal System:** DAO members can propose new ideas for content, events, or collaborations and vote on decisions that impact the artist's roadmap. This governance model fosters a closer relationship between the artist and their supporters.
- **Peer-to-Peer Support for Other Artists:** Allow established artists within the DAO to support emerging talents by endorsing them, featuring their work, or providing mentorship. Tokens can be used to access these peer-to-peer support services, creating a network of mutually beneficial relationships.

6. Exclusive Events & Fan Engagement

- **Virtual & Real-Life Events:** Organize exclusive virtual events like live-streamed concerts, AMAs (Ask Me Anything), or gaming sessions, with access tied to token holdings or NFT ownership. Real-world events like intimate acoustic shows or fan meet-ups can also be facilitated.
- **Content Unlocking through Fan Participation:** Offer locked content that becomes accessible once certain milestones are reached, such as a certain number of tokens being staked, a goal being funded, or a social media campaign being completed.



DAOs for Family Care

Purpose

Develop a “blueprint” of a network provider solution for the family caregiver industry segment. Tap into the full potential of the DAO (structure, governance, rewards etc), launch a network with DAO-2-DAO value and knowledge flows and bring in all the members (givers, receivers, coaches, office workers, later investors).

Contacts

- [Stuart Williams](#) (CEO of [In Place Impact](#), Prof at [College of Charleston](#))
- Vishal Patel

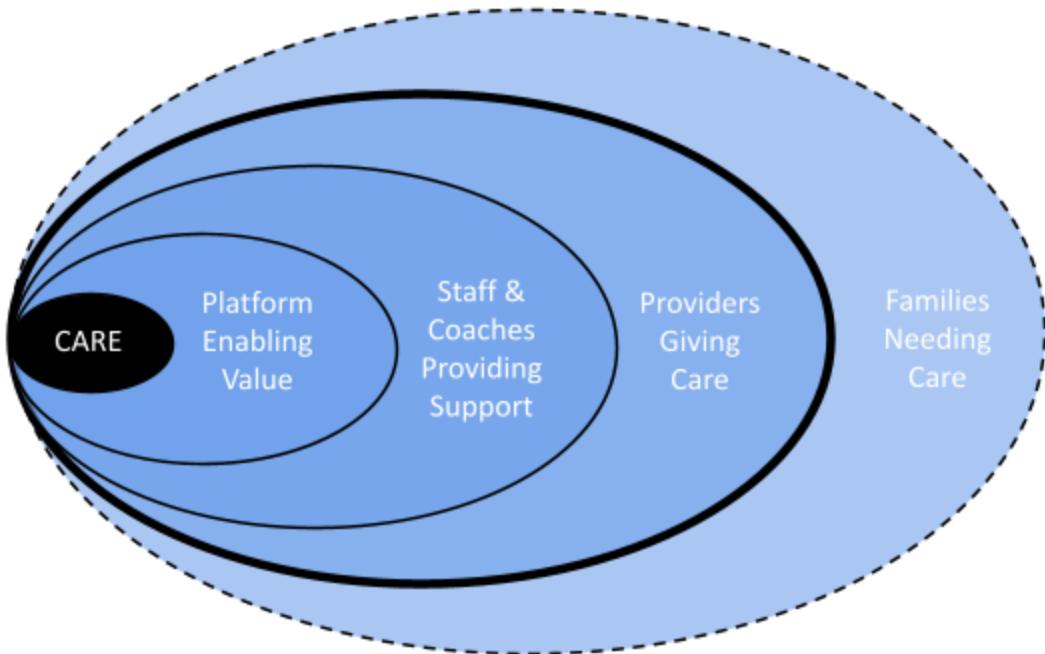
Blueprint

Assumptions

- FCA has access to a large care giver and receiver base
- FCA can bring in the right stakeholders for this lab/project (e.g. city hall)
- FCA can assemble a committed founder team for the core
- FCA can stake 5,555 HYPHA tokens for an anchor DAO
- FCA can find an initial investment of XXX CARE tokens (e.g. gov allowances)

Definitions

- Care Givers = Providers of care service
- Care Receivers = Families receiving care
- Care Coaches = Network facilitators/teachers
- Care Staff = Core team / office staff for FIN/MKT/DEV/OPS



Structure

Care Receivers

- **Account Setup:** Simplify the Hypha account creation process for Care Receivers, ensuring it is user-friendly and accessible to all age groups.
- **Payment Method:** Utilize the Hypha wallet for secure and straightforward payment for care services. Ensure the app is available on multiple platforms (iOS, Android, Web) for wider accessibility.
- **Token Purchase:** Facilitate the purchase of CARE tokens directly from the FCA treasury and later through exchanges. Consider implementing a simple tutorial or guide to assist users unfamiliar with blockchain transactions.



Emphasize the low-cost benefit of blockchain transactions to attract users.

Care Services

- **Pricing Autonomy:** Empower Care Giver teams to autonomously set prices for services in their neighbourhood, promoting flexibility and local market adaptability.

- **Service Setup and Introduction:** Utilize Care Coaches to introduce and help set up Care Services, ensuring they are tailored to the needs of the community and easy to access.



Highlight the accessibility/customizable nature of services to enhance user engagement.

Care Givers

- **Enrollment and Organization:** Streamline the enrollment process for Care Givers into the FCA DAO and organize them into efficient, self-managing teams based on geographical location.
- **Token Exchange:** Provide a clear mechanism for Care Givers to exchange CARE tokens for liquid tokens, ensuring a fair and transparent contribution and payout system.



Focus on the empowerment and support provided to Care Givers through DAO resources.

FCA DAO

- **Anchor and Sub-DAOs:** Position FCA DAO as the central anchor with the potential to create geographically focused Sub-DAOs, enhancing local impact and reach.
- **Legal Framework:** Establish a solid legal foundation for the FCA DAO, considering the adoption of appropriate legal structures like a Utah LLD or similar entities in different jurisdictions.



Consider the Utah LLD as the legal anchor giving personhood to the DAO.

FCA Treasury

- **Token Issuance:** Outline a clear and ethical process for the issuance of CARE tokens, focusing on utility and community benefit.
- **Service Fees and Revenue Stream:** Establish a transparent system for issuing service fees to Hypha DAO, creating an additional revenue stream.
- **Capital Management:** Maintain and strategically deploy working capital for necessary expenses and liquidity pools, ensuring long-term sustainability.



Promote transparency and ethical financial practices to build trust and reliability.

Additional Considerations

- **User Education:** Develop educational materials and workshops to familiarize users with the DAO platform, Hypha wallet, and CARE tokens.
- **Feedback Mechanism:** Implement a feedback system to continually improve the network based on user and caregiver input.
- **Regulatory Compliance:** Stay updated with regulations related to blockchain, healthcare, and DAO operations to ensure compliance.

Strategic Plan (GPT-4)

Developing a high-level strategic plan for building a healthcare provider network using a DAO platform, inspired by the Buurtzorg model and tailored for family care, involves several steps.

1. Understanding the Model

- **Reference Point:** Buurtzorg Nurse-led Healthcare Network, which emphasizes a patient-centric approach with a decentralized model of care delivery.
- **Key Learnings:** The success of Buurtzorg, as highlighted in the provided article, is rooted in its simplicity, autonomy, and community-focused approach.

2. Setting the Purpose

- **Vision:** To create a decentralized family care network that empowers care providers and meets the needs of care receivers efficiently.
- **Mission Statement:** “Building your own family care network, leveraging the power of DAO for seamless, community-driven care solutions.”

3. Blueprint Development

Assumptions

- **Access:** FCA has a substantial base of caregivers and receivers.
- **Team Formation:** Capability to form a dedicated founding team.

- **Token Staking:** Ability to stake 5,555 HYPHA tokens for an anchor DAO.
- **Initial Investment:** Procurement of CARE tokens for initial funding.

Definitions

- **Care Givers/Receivers:** Providers and users of care services.
- **Care Coaches:** Facilitators within the network.
- **Care Staff:** Team handling various operational aspects.

Structure

- **Care Receiver Integration:** Utilizing Hypha accounts for transaction ease.
- **Care Service Transactions:** Simplified transactions using CARE tokens.
- **Care Giver Organization:** Decentralized, neighborhood-based teams.
- **FCA Treasury Operations:** Token issuance, fee management, and capital deployment.

4. Strategic Implementation

Key Areas

- **Governance:** Establishing DAO governance structures for decision-making and token management.
- **Technology Integration:** Implementing FCA-branded Hypha wallet for transactions and DAO platform for operations.
- **Community Building:** Engaging community stakeholders (givers, receivers, coaches) in network formation and growth.
- **Financial Management:** Overseeing the issuance of CARE tokens, managing service fees, and handling liquidity.

Milestones

1. **Foundation Phase:** Establishing the core team, staking HYPHA tokens, and securing initial investments.
2. **Network Formation:** Recruiting care givers and receivers, forming neighborhood teams, and integrating with Hypha.
3. **Operational Setup:** Setting up care service pricing models, payment mechanisms, and treasury management protocols.
4. **Expansion and Scale:** Growing the network, enhancing services, and exploring additional partnerships and funding avenues.

5. Measurement and Evaluation

- **KPIs:** Defining key performance indicators for care quality, network growth, financial stability, and user satisfaction.
- **Feedback Loops:** Regular assessment of network performance and stakeholder feedback for continuous improvement.

6. Risk Management

- Addressing potential risks related to technology integration, regulatory compliance, and network sustainability.

7. Marketing and Outreach

- Developing a comprehensive marketing strategy to attract care givers, care receivers, and investors.

Conclusion

This strategic plan provides a framework for launching a DAO-based family care provider network, drawing inspiration from the Buurtzorg model. It emphasizes community engagement, decentralized governance, and efficient use of blockchain technology for a sustainable, scalable care network.

Related

([Musical Setting](#))

Buurtzorg

- [Buurtzorg Nurse-led Healthcare Network \(Article\)](#)
- [Buurtzorg Care Model](#)
- [Buurtzorg Web](#)

“If Buurtzorg manages to minimise decision making also in recruitment (of nurses and coaches), in procurement, in collaborations, in all of its interactions both inside and

outside of the organisation, then Buurtzorg may well be the first and, who knows, only organisation in the world to achieve superior organisational performance through the resolution of all possible work place frustrations – from lack of autonomy, freedom, trust and responsibility to racism and discrimination.”

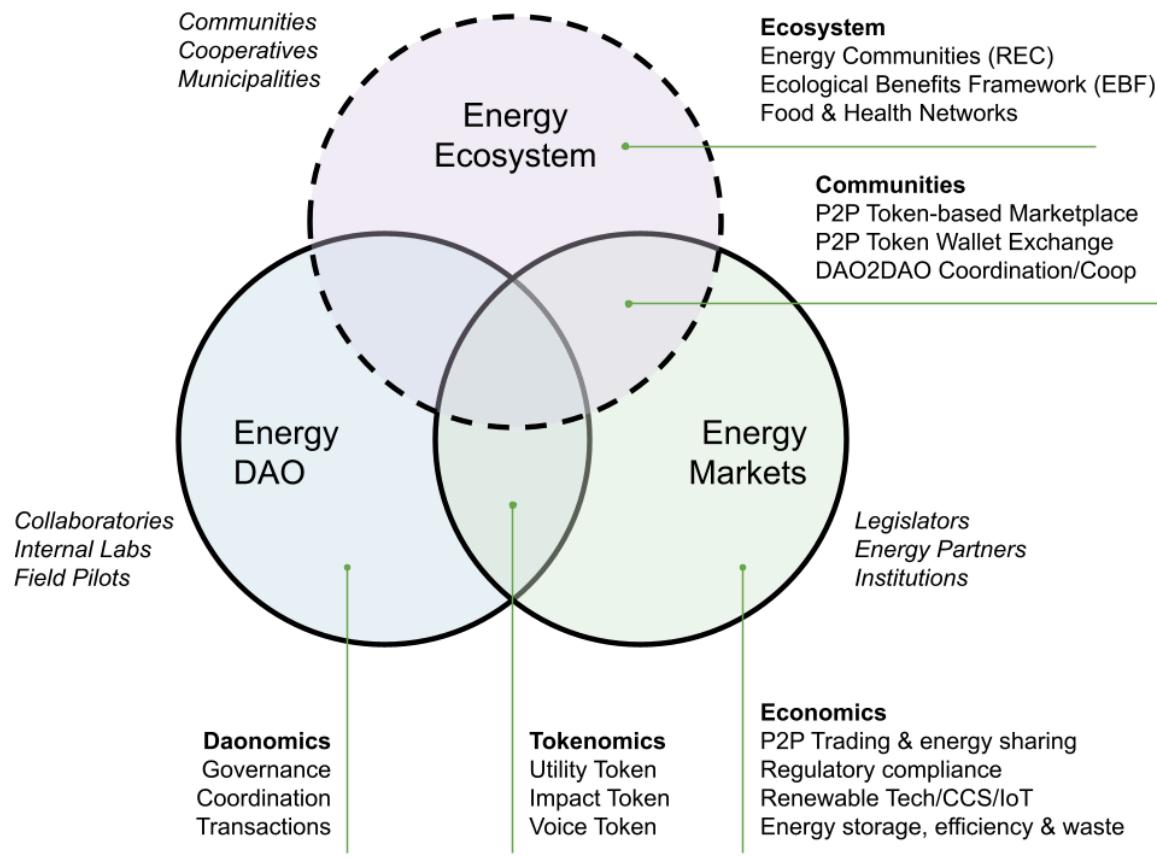
Family Care

- [FCA](#)
- [Family Caregiver Alliance](#)
- [Family Care Associates](#)

"As the world continues to talk about developing new community based economic systems and adapting capitalism, In Place Impact has done it. Furthermore, they have tested their models for almost a decade, proven that they work, and are giving 8,000 people the opportunity to deploy them in their communities".

Other Hypha Labs

- [EU Commission Horizon Energy Grant](#)
- [Morshid Morocco](#)



Source



DAOs for Equitable Governance

Creating a DAO blueprint inspired by [Jo Freeman's essay "The Tyranny of Structurelessness"](#) involves acknowledging the challenges and pitfalls of informal structures while promoting transparent, inclusive, and accountable governance. Freeman's work critiques the idea that lack of formal structure leads to equality and openness, arguing instead that it often results in unacknowledged power dynamics and decision-making processes. A DAO inspired by these principles would therefore seek to establish clear, transparent structures that prevent the consolidation of power and ensure fair participation.

1. Mission and Purpose

- **Objective:** To create a decentralized, transparent, and inclusive organization that prevents hidden power structures and promotes equitable decision-making.
- **Values:** Transparency, inclusivity, accountability, equality, and empowerment.

2. Governance Structure

- **Roles and Responsibilities:**
 - **Core Contributors:** Individuals responsible for the daily operations, maintenance, and development of the DAO.
 - **Working Groups:** Specialized groups focusing on specific areas (e.g., finance, community engagement, technology). Membership is open and based on interest and expertise.
 - **Stewards:** Elected representatives tasked with ensuring the DAO's principles are upheld and that working groups function effectively.
- **Decision-Making Process:**
 - **Proposal Submission:** Any member can submit a proposal. Proposals must include detailed plans, expected outcomes, and resource requirements.
 - **Deliberation and Feedback:** Proposals are discussed openly, with all members encouraged to participate. Feedback is collected to refine proposals.
 - **Voting Mechanism:** Proposals are put to a vote, with each member having one vote. Voting can be weighted based on contributions to the DAO or specific projects.
 - **Consensus Threshold:** Decisions require a majority vote, with a higher threshold (e.g., 75%) for major changes.

3. Transparency and Accountability

- **Open Records:** All decisions, discussions, and financial transactions are publicly accessible.
- **Performance Review:** Regular evaluations of working groups and Stewards, with mechanisms for recall or reassignment if necessary.
- **Conflict Resolution:** A clear, transparent process for resolving disputes, with an emphasis on mediation and dialogue.

4. Participation and Inclusivity

- **Onboarding Process:** Clear guidelines for joining the DAO, including resources for new members to understand the structure and governance.
- **Encouraging Participation:** Actively encourage diverse voices, ensuring that all members have the opportunity to contribute and influence decisions.
- **Anti-Discrimination Policy:** A strong commitment to preventing discrimination and ensuring equal opportunities for all members.

5. Power Dynamics and Checks

- **Rotation of Roles:** Regular rotation of roles within working groups and among Stewards to prevent the entrenchment of power.
- **Term Limits:** Defined term limits for Stewards and key roles to encourage fresh perspectives and prevent dominance by a few individuals.
- **Delegated Authority:** Clearly defined limits to delegated authority, ensuring that no single person or group has excessive control.

6. Evolution and Adaptability

- **Regular Reviews:** Periodic reviews of governance structures and processes to ensure they remain effective and aligned with the DAO's mission.
- **Feedback Loops:** Mechanisms for continuous feedback from members, allowing for real-time adjustments and improvements.
- **Scalability:** Structures and processes that can adapt to the growth of the DAO, ensuring sustained inclusivity and participation.

Implementation and Challenges

Implementing this blueprint involves careful attention to both the formal structures established and the informal dynamics that may arise. Key challenges include maintaining engagement, ensuring diversity of participation, and balancing efficiency with inclusivity. By explicitly addressing these issues and committing to continuous improvement, the “Equitable Governance DAO” can strive to create a truly fair and transparent organization, in line with the principles highlighted in “The Tyranny of Structurelessness.”



DAOs for Corporations I (RenDanHeYi / Micro Org)

Purpose

Develop a “blueprint” based on RenDanHeYi tapping into the full potential of the DAO (structure, governance, rewards etc), launch a network with DAO-2-DAO value and knowledge flows and bring in all the stakeholders.

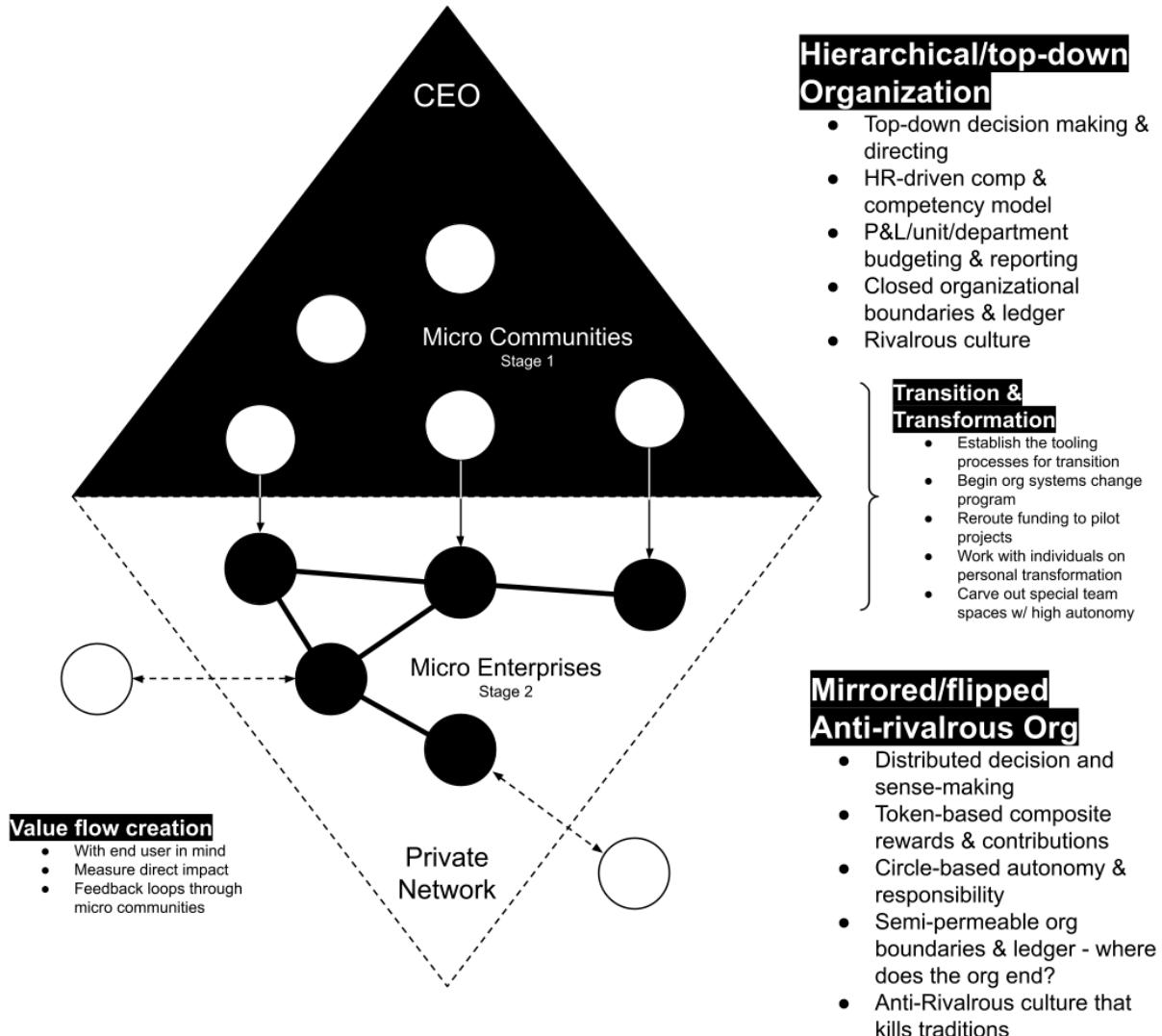
Consider organizational transition (the tech and process) vs Cultural transformation (the people and mindset).

Contacts

Goals

- we want the DAO to show up in the corporation (actually, the Hypha DAO)
- we need to embed the DAO into the existing infrastructure
- we need to allow for sufficient autonomy of the DAO to become effective

Model



source

Research

In action learning at Boundaryless session 1

In action learning at Boundaryless session 2

Micro-enterprises

What are the similarities and differences between Micro-Enterprises and DAOs?						
Similarities		Differences		Need more information		
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Autonomy</p> <p>Safe container & trusted space</p> <p>Entrepreneurship</p> <p>Socio-economic player</p> <p>Industry platform = segment Anchor</p> </div> <div style="text-align: center;"> <p>Role of participation</p> <p>Ecosystem Building</p> <p>Community - oriented</p> <p>Community Building</p> <p>Network effect</p> <p>Venture creation acceleration</p> </div> <div style="text-align: center;"> <p>Emphasis on Regeneration</p> <p>Venture building model</p> <p>Dependency</p> <p>Stakeholders vs Shareholder</p> <p>Contracts as agreements</p> </div> <div style="text-align: center;"> <p>For purpose vs. for profit</p> <p>Tokenization</p> <p>Peer Reputation System</p> <p>Connectuibs</p> </div> </div>				<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>How is IP treated?</p> <p>Is each micro-enterprise incorporated individually?</p> </div> <div style="text-align: center;"> <p>What is the Shareholding Structure?</p> <p>Are members offered an entrepreneurship opportunity or a possible boost in income?</p> </div> <div style="text-align: center;"> <p>What is the status of members?</p> <p>Do member have access to shareholding or IP?</p> </div> </div>	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Product Ownership</p> <p>Voting Model</p> <p>Impact Model</p> </div> <div style="text-align: center;"> <p>Product Alignment</p> <p>Comp Model</p> <p>ESG/SDGs</p> </div> <div style="text-align: center;"> <p>Transparency?</p> <p>Tokenization</p> </div> </div>	

- are unbundled
- are autonomous
- are networked
- are trusted
- are small (10-15 people)
- need the others to survive

Bayer

Bayer | Dynamic Shared Ownership (DSO)

Business leaders from both inside and outside Bayer offer insights into innovative methods of organizing the modern workplace, aiming for better performance and reduced bureaucracy. This comes as Bayer implements an operating model called Dynamic Shared Ownership, a radical reimagination of every aspect of the company, with the objective of greater productivity, faster innovation, and superior results.

Bill Andersen, CEO of Bayer

“Mittbestimmung (co-determination)”

“Cutting loose of the company rules book (1300 pages)”

“Liberate our managers, no longer focussing on mundane tasks”

“Allocate resources quickly”

“Skills at the forefront - no more career ladders, instead Talent Marketplaces”

→ Anybody can contribute to any DAO

“employees loved it, we can feel the transformation in the company” - GE after

RenDanHeYi

Bosch

- “aligned autonomy”
- including ecosystem of partners, integrators, developers, and potential candidates around them
- going from hiring employees to supporting entrepreneurs
- building a systematic decision-making approach
- “They surely met some internal resistance.”
- conditions: a strong pipeline of problems, ideas, and solutions for new products and services, the introduction of a systematic process to transform ideas into business cases, and the ability to evolve business cases into robust businesses with a clear and supportive home within Bosch’s organization chart.

- Not many companies have survived for 137 years like Bosch. To thrive for over 100 years as an organization, they decided to look at society and understand how that will reflect in organizational structure.
- Most participants initially were very cynical, comparing the opportunity at hand with previous, often failed, experiences.
- A surprising realization was how people could be motivated by something other than money and, specifically, the opportunity to create something new in an ecosystemic context.

ASA

- answer to similar speed, adaptivity, and power distribution needs
- Zero distance or customer centricity
- directly connecting each person (customers and employees) during value creation
- Any deep organizational transformation necessarily demands personal change with emotions and fear.
- reassured that they wouldn't have been punished in case the experiment failed.

Gummy

- a lot of overwork due to a classic organization model and team structure
- Restaurant as focal point: The new model has been described through kitchens (Micro-Enterprises), chefs (micro-enterprise leaders), brigades (Micro-enterprise teams), and restaurants (Micro-enterprises incorporated as new legal entities).
 - New recipes/entrepreneurs - indirect solution development by giving support and allowing autonomy
 - New dining experience - direct customer interaction (waiters=staff) that would otherwise never occur
 - New menus - catalogue of services that would otherwise be never see the light of day
- a new attitude towards the nature of work => metrics

Comparison

To create a comparison table illustrating the transition to RenDanHeYi with and without using a DAO (Decentralized Autonomous Organization), I will synthesize the key aspects of RenDanHeYi implementation as detailed in the Boundaryless article and incorporate

general knowledge about DAOs. DAOs are not specifically mentioned in the article, so their characteristics will be based on general principles of DAOs.

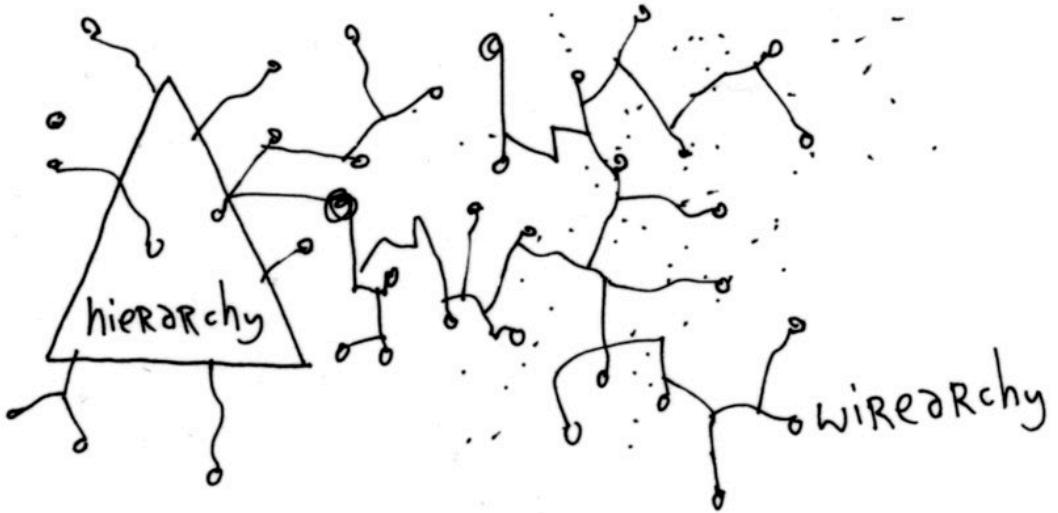
Aspect of Transition	RenDanHeYi without DAO (Based on Boundaryless Article)	RenDanHeYi with DAO (General DAO Principles)
Decision-Making	Decentralized, but still within a structured corporate framework. Bosch, for instance, focused on 'aligned autonomy' and systematic decision-making aligned with the company's values [6+source].	Fully decentralized and autonomous, with decisions made through consensus mechanisms or voting among members.
Innovation and Experimentation	Encouraged through the creation of micro-enterprises and a scientific, experimental approach, as seen in ASA's implementation [6+source].	Inherent in the DAO structure, with a focus on open-source development and collaborative innovation.
Funding and Investment	Transparent and linked to the results produced by micro-enterprises. Bosch and ASA sought to engage employees and transform them into entrepreneurs [6+source].	Typically crowdfunded through token sales or member contributions, with a focus on collective investment in the network's success.
Talent and Participation	Selection of participants based on attitude, commitment, and ability to handle change, as seen in Gummy and ASA's approach [6+source].	Open to anyone who holds the DAO's tokens, with participation often incentivized through token-based rewards or governance rights.

Organizational Structure	Transformation towards micro-enterprise model with a focus on employee empowerment, as implemented by Gummy Industries [6+source].	Flat hierarchy, with roles and responsibilities distributed among members based on their contribution and engagement.
Customer Centricity	Focused on reducing distance to customers and integrating them into the value creation process, a key aspect for ASA [6+source].	DAOs naturally engage their community and stakeholders in decision-making, often leading to greater alignment with user needs and community-driven development.
Autonomy and Responsibility	Granted to micro-enterprises within a broader corporate context, as seen in Bosch and Gummy's approach [6+source].	Complete autonomy within the DAO, with responsibilities distributed among members according to their skills and interests.

This table juxtaposes the approaches of traditional companies adopting RenDanHeYi (as per the article) with the theoretical application of RenDanHeYi principles in a DAO context, highlighting the differences in decentralization, innovation, funding, participation, structure, customer focus, and autonomy.

Wirearchy x RenDanHeYi x DAOs

Analyzing [Jon Husband's article](#) "What Is Wirearchy?" in the context of Decentralized Autonomous Organizations (DAOs) and RenDanHeYi offers a fascinating perspective on how organizational structures and dynamics are evolving in the digital era.



1. Wirearchy and its Principles:

- **Definition:** Wirearchy is described as a dynamic two-way flow of power and authority based on knowledge, trust, credibility, and a focus on results, enabled by interconnected people and technology. It's not just about technology but about the power of people working together through connection and collaboration.
- **Organizing Principle:** As an emergent organizing principle, Wirearchy shifts from traditional hierarchical command-and-control to champion-and-channel, emphasizing ideas, innovation, and the allocation of resources to explore these ideas.

2. Decentralized Autonomous Organizations (DAOs):

- DAOs are an embodiment of the Wirearchy principle in the blockchain and cryptocurrency world. They operate without centralized control, emphasizing a bottom-up approach to decision-making.
- **Alignment with Wirearchy:** DAOs rely heavily on trust, transparency, and the collective decision-making of their members, much like the dynamics described in Wirearchy. They use technology (blockchain) to enable a decentralized yet cohesive operation, focusing on collective goals and results.

- **Knowledge and Credibility:** In DAOs, decisions are made based on the collective knowledge and credibility of the members, mirroring the Wirearchy's emphasis on these attributes.

3. RenDanHeYi:

- RenDanHeYi, a business model developed by Haier, focuses on micro-entrepreneurship and self-organizing units within a larger corporation.
- **Alignment with Wirearchy:** This model aligns with the principles of Wirearchy by decentralizing authority and empowering employees (or nodes) to make decisions and innovate. It fosters an adult-to-adult relationship, moving away from traditional top-down management.
- **Co-Creation and Responsibility:** RenDanHeYi emphasizes co-creation and taking responsibility, resonating with Wirearchy's view on interconnectedness and collaborative work environments.

4. Implications for Modern Workplaces:

- The Wirearchy framework is highly relevant in today's rapidly changing, information-rich, and interconnected world. Both DAOs and RenDanHeYi are practical implementations of this concept, illustrating how organizations can be more adaptive, responsive, and innovative.
- **Shifting Power Dynamics:** In both models, power and decision-making are distributed. This decentralization aligns with Wirearchy's emphasis on a two-way flow of power and authority.
- **Technology as an Enabler:** Technology plays a crucial role in enabling these decentralized structures, be it blockchain for DAOs or digital platforms for RenDanHeYi.

5. Future of Work:

- The concepts in Wirearchy, as applied in DAOs and RenDanHeYi, suggest a future where organizations are more fluid, collaborative, and driven by empowerment at all levels.
- **Challenges and Adaptation:** The transition to such models requires a shift in mindset from traditional hierarchical structures to more dynamic, networked, and people-centric approaches.

In conclusion, Jon Husband's Wirearchy concept offers a forward-thinking framework that is increasingly relevant in the context of modern organizational models like DAOs and RenDanHeYi. It underscores the importance of adaptability, collaboration, and the empowering role of technology in shaping the future of work.

Adult-adult model

"An adult-to-adult model (rather than parent-child) is emerging and is based on the fundamental of what was known as Transactional Analysis, developed in the 1970's. This is the heart of the matter. Adult people do not want to be slaves, chattel, or treated as if children needing ongoing guidance. In an interconnected world, we will all need to take responsibility for why and what it is that we do, and we will perform do this in a context of co-creation with other people." - [Jon Husband](#)

GPT-4:

This quote touches on the evolution of interpersonal dynamics and organizational models, emphasizing a shift from a hierarchical, parent-child type of interaction to an adult-adult model. Let's break down the key aspects, especially in relation to Transactional Analysis:

1. **Transactional Analysis (TA):** Developed in the 1960s and 1970s by psychiatrist Eric Berne, TA is a psychoanalytic theory and method of therapy wherein social transactions are analyzed to determine the ego state of the communicator (whether parent-like, child-like, or adult-like) as a basis for understanding behavior. In TA, interactions are structured around three distinct ego states:
 - **Parent:** This state is characterized by attitudes, feelings, and behaviors copied from parents or parent figures.
 - **Child:** This state contains the internalized responses and feelings as they were experienced during childhood.
 - **Adult:** This is a more autonomous state, dealing with current reality and rational responses.
2. **Shift from Parent-Child to Adult-Adult Model:** The quote suggests that traditional models of interaction, often hierarchical and reminiscent of a parent-child dynamic, are becoming outdated. In such models, one party (the

parent figure) assumes a role of authority, superiority, or knowledge, often leading to a form of dependency or subservience in the other party (the child figure). The shift towards an adult-adult model implies a move towards more egalitarian, respectful interactions where both parties engage as equals, with autonomy and mutual respect.

3. **Implications in an Interconnected World:** The quote stresses that in today's interconnected society, the adult-adult model is not just preferable but essential. This model fosters collaboration, co-creation, and shared responsibility. It recognizes that individuals are not "slaves, chattel, or children needing ongoing guidance" but are capable of making informed decisions, contributing equally, and taking responsibility for their actions.
4. **Taking Responsibility and Co-Creation:** The emphasis on responsibility and co-creation in the quote aligns with the adult state in TA, where individuals interact based on a rational assessment of reality and mutual respect. In such a framework, people are encouraged to be self-reliant, proactive, and collaborative, leading to more effective and fulfilling personal and professional relationships.

In summary, the quote reflects a shift in societal and organizational attitudes towards more mature, equal, and responsible interpersonal dynamics, strongly influenced by the principles of Transactional Analysis. This shift is particularly relevant in our increasingly interconnected and collaborative world.

Corporate DAO Use Case: Hybridizing RenDanHeYi with Wirearchy

Background and Purpose of Use Case

Both **RenDanHeYi** and **Wirearchy** reject the rigid, top-down hierarchical models in favor of more fluid, network-based governance. In RenDanHeYi, employees are empowered to act as micro-entrepreneurs, aligning closely with customer needs while maintaining accountability and autonomy. Wirearchy, as coined by Jon Husband, introduces a similar concept, emphasizing the dynamic flow of power through networks of trust, knowledge, and results-driven actions.

The purpose of this use case is to explore how a hybrid model combining **RenDanHeYi's** customer-centric, entrepreneurial ethos and **Wirearchy's** decentralized networks can be

deployed within a **DAO** framework. This combination facilitates corporate transformation by empowering employees to “break out” of traditional hierarchical structures and form decentralized, customer-focused micro-ecosystems that can evolve dynamically based on market needs.

Objective

The primary goal is to create an organizational structure where employees can break out of traditional corporate boundaries to form decentralized, customer-driven networks. These networks are supported by decentralized governance (in the form of DAOs), with the flexibility to adapt and thrive in ever-changing market conditions. Through this process, employees, now functioning as micro-entrepreneurs, gain financial and strategic support through decentralized funding mechanisms (such as DAO tokens) akin to an “umbilical cord,” providing resources while maintaining autonomy.

Stakeholders

1. **Business Leaders:** Act as facilitators of decentralized networks rather than top-down controllers. They enable the creation of DAOs that allow employees to form micro-enterprises.
2. **Employees (Micro-entrepreneurs):** Employees are empowered to “break out” of the corporate pyramid and create customer-driven, agile units that function autonomously within or outside the organization.
3. **Sponsors & Investors:** Provide funding through decentralized mechanisms (DAO tokens) to back these micro-enterprises, similar to venture capital.
4. **Partnering Businesses:** Work closely with decentralized teams, forming networked collaborations based on customer needs and market conditions.
5. **Customers:** Engage directly with decentralized units, benefiting from personalized and entrepreneurial customer service.
6. **Technology Providers:** Ensure blockchain and decentralized technologies enable transparency, governance, and trust within these decentralized networks.
7. **Regulators:** Oversee the compliance and governance of decentralized structures to ensure they align with external regulations and legal frameworks.

Problem Description (Without DAOs and the Hybrid Model)

Issues:

1. **Bureaucratic Inefficiency and Slowed Innovation:** Traditional hierarchies limit flexibility, slowing down the ability to innovate in response to customer needs.
2. **Employee Disengagement:** Employees feel trapped within hierarchical structures, limiting their potential to act entrepreneurially.
3. **Siloed Departments and Fragmented Collaboration:** Hierarchical structures foster silos, hindering cross-functional collaboration and agile responsiveness.
4. **Organizational Inertia:** Stagnant, slow-moving structures make it difficult for companies to adapt to rapidly evolving market dynamics.
5. **Lack of Autonomy:** Employees have little power to make decisions or form teams that can address emergent customer needs quickly and effectively.
6. **Misalignment with Evolving Market Conditions:** Traditional structures fail to provide the flexibility required to adapt to customer expectations or market trends.

Solution Space (Using DAOs with RenDanHeYi & Wirearchy Principles)

DAO Implementation:

This hybrid model allows employees to “break out” of rigid hierarchies, as seen in the **Hugh McLeod** drawing, and form decentralized, autonomous networks that are customer-centric. These decentralized networks are governed through a DAO, ensuring transparency, accountability, and flexibility in decision-making. The parent organization (“mothership”) also provides financial and operational support through tokens, providing the “umbilical cord” for these autonomous micro-enterprises, allowing them to thrive outside the corporate pyramid.

Components:

1. **Governance through DAOs:** Employees-turned-entrepreneurs are granted governance rights via tokens to participate in decision-making and resource allocation.
2. **Dynamic Networks:** These employees form new, decentralized teams (akin to Wirearchy) based on customer needs and shared goals, breaking away from traditional organizational hierarchies.

3. **Tokenomics and Financial Support:** Micro-enterprises are funded through DAOs, with tokens acting as a form of financial backing. These tokens allow employees to "purchase" the resources they need for their decentralized units.
4. **Technology Integration:** Blockchain ensures that all decentralized networks are transparent and accountable. Smart contracts facilitate seamless transactions and agreements between micro-enterprises, employees, and investors.
5. **Breaking Organizational Silos:** The focus is on trust, knowledge, and results, allowing employees to work across boundaries, outside the constraints of hierarchical structures.
6. **Customer-Centric Innovation:** Employees, now free from the corporate pyramid, can respond dynamically to customer needs, ensuring agility and innovation.

Benefits:

1. **Increased Autonomy & Innovation:** Employees can become entrepreneurs, breaking out of hierarchical constraints, thus unleashing their full creative and entrepreneurial potential.
2. **Enhanced Customer Focus:** Decentralized networks enable employees to remain closer to customer needs and adapt quickly, providing more personalized and effective services.
3. **Efficient Use of Resources:** Decentralized financial support through DAO tokens ensures that resources are allocated to those initiatives that are most likely to succeed based on market conditions.
4. **Improved Employee Engagement:** The ability to form new networks and drive their own projects increases motivation, creativity, and satisfaction.
5. **Dynamic and Resilient Organizations:** Decentralized, networked structures are better equipped to respond to rapid changes in the market and can pivot quickly when necessary.
6. **Silo-free Collaboration:** Employees are no longer confined to specific departments but are empowered to collaborate across functions, leveraging their collective knowledge and expertise.

Challenges to Address:

1. **Ensuring Accountability and Coordination:** As employees break away from hierarchical structures, maintaining clear accountability mechanisms within decentralized networks is critical.

2. **Regulatory Compliance:** Navigating legal and governance frameworks is more complex in decentralized organizations, particularly regarding labor laws and financial regulations.
3. **Cultural Shift:** Shifting from a pyramid to a network-based culture requires significant re-education and mindset shifts, especially for management accustomed to traditional control models.
4. **Sustaining the Financial Support “Umbilical Cord”:** Ensuring that DAOs remain financially viable and that tokens continue to be a reliable source of funding for micro-enterprises.

Conclusion:

The integration of **RenDanHeYi** principles with **Wirearchy** in a DAO framework offers a compelling solution for organizations seeking to decentralize their structures, empower employees, and remain close to customer needs. By allowing employees to break out of the hierarchical pyramid and form autonomous networks, companies can achieve greater flexibility, innovation, and adaptability, while decentralized financial mechanisms ensure sustained support for new initiatives. This hybrid approach aligns well with the evolving expectations of both employees and customers in a rapidly changing business environment.

McKinsey

“Over the next several days, we’ll dive into six critical themes that today’s leaders must navigate in these tough times—themes that will be top of mind for delegates at the World Economic Forum’s annual meeting in Davos”

-<https://www.mckinsey.com/featured-insights/themes/10-ceo-must-reads-ahead-of-davos>

- Resilience: Building next-gen muscles and forging future leaders
- The energy transition: Driving climate action and growth
- Globalization: Game changers to reimagine our connected world
- Generative AI: Rating success by rewiring organizations for value
- Empowerment: Bridging the empowerment gap to unleash organizations’ full potential

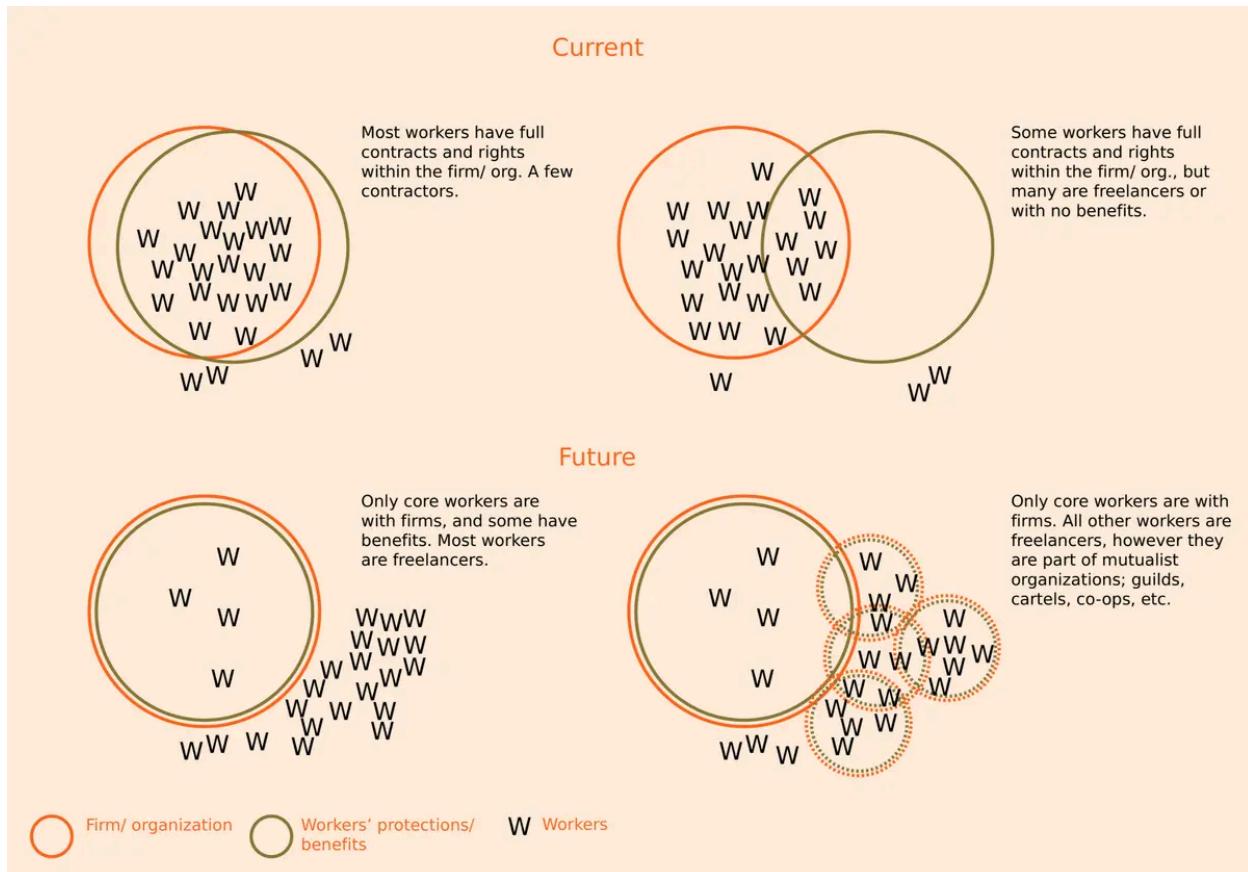
- Women's Health: A \$1 trillion opportunity to improve lives and economies

McKinsey Theme	DAO Contribution
Resilience	DAOs can foster decentralized decision-making and resilience by leveraging diverse, global perspectives. They can also help in identifying and nurturing future leaders in a distributed, inclusive environment. (Hypha x Responsible Leaders Network)
The Energy Transition	DAOs can facilitate collaborative projects focusing on renewable energy and climate action, leveraging crowd-sourced funding and decentralized governance. (Hypha x EU Energy Communities)
Globalization	Through DAOs, global cooperation and cross-border initiatives can be streamlined, creating a more connected and efficient world. (Hypha x Global Network of DAOs)
Generative AI	DAOs can support the development and ethical governance of generative AI technologies, promoting value-driven and transparent AI solutions. (Hypha x SingularityNET)
Empowerment	DAOs can democratize organizational structures, offering more equitable participation and decision-making, thus bridging empowerment gaps. (Hypha's Core DAO platform)
Women's Health	DAOs can focus on women's health initiatives, driving investment and innovation in this sector, and addressing the economic and social aspects of women's health. (Hypha's Service DAOs)

Related

- Previous notes on EE relationship
- <https://www.youtube.com/watch?v=QpXtKx6XptI> (THE RISE OF THE ECOSYSTEM ECONOMY | RenDanHeYi OpenTalk 2022)

- <https://www.youtube.com/watch?v=1819VHS6gs> (RDHY: THE STATE OF THE ART | RenDanHeYi OpenTalk 2022)
- <https://www.youtube.com/watch?v=31HeWLoFo7U> (INSIDE TRANSFORMATION: GE APPLIANCES | RenDanHeYi OpenTalk 2022)
- <https://www.youtube.com/watch?v=wvV2h89cTo8> (Cardano Keynote, with “Midnight” being the private sidechain)
- <https://www.boundaryless.io/video/haier-ceo-zhang-ruimin-exclusive-interview-on-rendanheyi-platforms-and-ecosystems/> (Boundaryless has done much research)
- The Micro-Enterprises canvas kit from Simone - <https://www.boundaryless.io/3eo-toolkit/> - free to download under CC
- Wirearchy - Jon Husband at Social Now 2019 | Knowman
- Networked Cooperative Ecosystems



DAOs for Corporations II

The current surge in tariffs and trade tensions is a call to action for business

to the interconnected realities of our time. The business milieu as well as society are no longer operating in isolated systems but in ecosystems of interdependence.

The current surge in tariffs and trade tensions is not just a disruption. It is a call to action. For many organizations, tariffs represent a significant cost burden. However tariffs present a rare opportunity to rethink outdated supply models.

A shift from traditional supply chains to dynamic, resilient supply networks is not a luxury.

It is a strategic imperative.

This is the moment for leaders to begin to invest in structures that are flexible, adaptable, and capable of thriving in an environment of continuous new challenges.

Those leaders who recognize this reality will be able to structure their organizations accordingly. As a result, these companies will not only survive the next disruption; they will thrive due to those future disruptions.

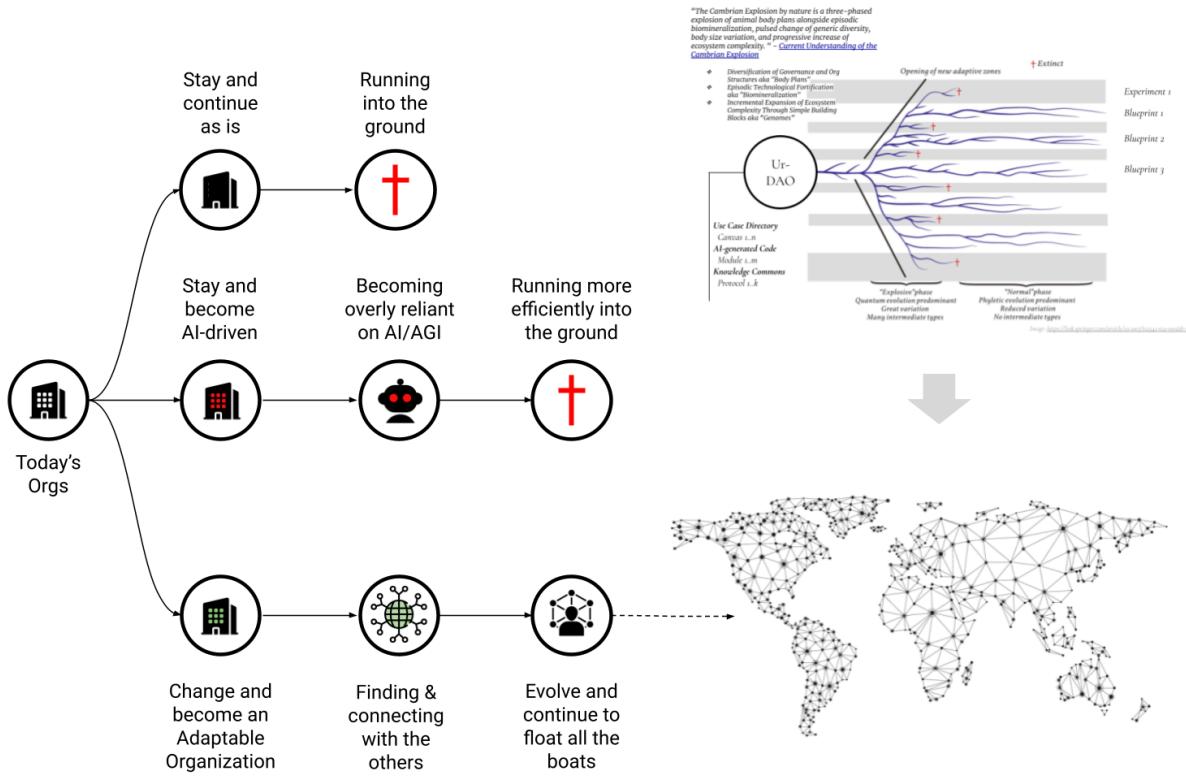


What if your organization's next competitive edge lies not in what you control, but in how well you connect?

Enabling Agility in Turbulent Times

The surge in tariffs and rising trade tensions are not just temporary disruptions – they are signals. Signals that organizations must evolve – or be left behind.

In an era where supply chains stretch across continents and policies shift overnight, resilience is no longer optional. It's a strategic imperative.



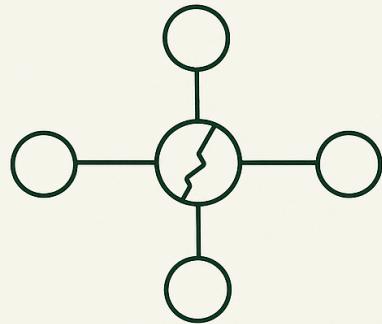
The New Reality

- Tariffs are escalating.
- Trade dynamics are volatile.
- Global supply chains are fragmenting.

The traditional models of centralized control, rigid hierarchies, and isolated decision-making are cracking under pressure.

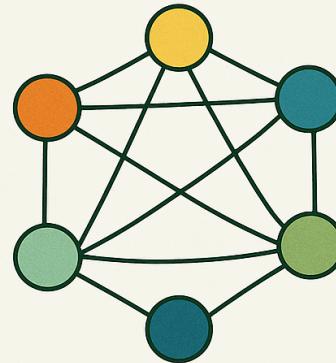
To thrive in this environment, organizations must become adaptable ecosystems – alive to change, driven by trust, and guided by shared purpose.

Traditional Supply Chain



FRAGILE

Resilient Supply Network



ANTIFRAGILE

The Adaptable Organization

Hypha empowers organizations to transform into Adaptable Organizations (AOs) – living, breathing systems designed for agility, collaboration, and resilience.

An AO is not a corporate structure.

It's a generative structure.

It enables businesses to:

- Respond in real time to market and geopolitical shifts
- Empower decentralized teams to make fast, informed decisions
- Foster trust and transparency across complex supply chains
- Collaborate across boundaries with partners, customers, and communities
- Align around a shared mission that transcends quarterly cycles

Our Framework for Navigating Trade Disruptions:

1. Purpose-Led Networks

Define and continuously align around a unifying purpose — the North Star that holds teams together through uncertainty.

2. Responsive Leadership

Distribute leadership at every node. Equip teams to sense change and respond rapidly without waiting for top-down commands.

3. Trust as Infrastructure

Replace rigid controls with transparent agreements, open rewards systems, and verifiable governance processes.

4. Collaborative Learning Loops

Build dynamic feedback cycles across markets, teams, and partners — turning disruption into collective intelligence.

5. Ecosystem Engagement

Shift from isolated suppliers to vibrant networks of co-creation.

From supply chains → to supply ecosystems.

A Call to Action

The organizations that adapt today will be the leaders of tomorrow.

Hypha offers the architecture, protocols, and ecosystem support to build organizations that don't just survive global tensions — they thrive because of them.

- ▶ Explore Adaptable Organization Blueprints
- ▶ Launch a Resilient Space with Hypha
- ▶ Prepare for the Future, Today



DAOs for Condominiums

Background and Purpose of Use Case

Objective:

The primary goal of implementing a DAO for Condominium is to democratize the management, decision-making, and operational processes within the community. This approach aims to enhance transparency, efficiency, and community engagement, empowering unit owners to have a direct say in the management of their properties. Leveraging blockchain technology, a Condominium DAO brings a more transparent, efficient, and inclusive community governance model.

Stakeholders:

- **Unit Owners:** Residents and property owners in Kips Bay Towers.
- **Board of Directors:** Elected members responsible for governance.
- **Management Team:** The operational team handling daily management.
- **Committees:** Various committees formed for specific projects and tasks.
- **Service Providers:** Organizations offering technical, financial, and regulatory support.
- **Investors:** Individuals and entities investing in condominium projects.

Problem Description (Without DAOs)

Current Challenges:

- **Centralization:** Decisions are often made by a few board members, limiting wider community participation.
- **Transparency Issues:** Lack of transparency in decision-making, project management, and financial reporting.
- **Inefficiencies:** Bureaucratic processes and delays hinder timely project completion.

- **Communication Gaps:** Inconsistent communication between the board, management, and unit owners.

Impact:

- **Limited Participation:** Unit owners have limited involvement in decision-making processes.
- **Mistrust:** Lack of transparency and accountability leads to mistrust among stakeholders.
- **Project Delays:** Inefficient management results in delays and increased costs.
- **Information Asymmetry:** Unit owners are often not fully informed about ongoing projects and decisions.

Solution Space (Using DAOs)

DAO Implementation:

A Condominium DAO can address these challenges by decentralizing governance and making all processes transparent and efficient. The DAO will use blockchain technology to facilitate democratic decision-making, transparent resource management, and efficient implementation of projects.

Components:

- **Governance:** Stakeholders will have voting rights on critical issues such as project funding, maintenance schedules, and policy updates. Governance tokens can be distributed to unit owners to enable participation.
- **Tokenomics:** The DAO will utilize tokens to incentivize participation and manage resources. Tokens can represent shares in the condominium's assets and be used for voting and rewarding active participants.
- **Stakeholder Roles:** Defined roles for unit owners, board members, management, committees, and investors, each with specific responsibilities and voting rights.
- **Technology Integration:** Implementation of blockchain for transparency and smart contracts to automate processes and ensure accountability.

Benefits:

- **Increased Participation:** A more inclusive decision-making process encourages greater involvement from all stakeholders.
- **Transparency:** Blockchain ensures all transactions and decisions are recorded and accessible, building trust within the community.
- **Efficiency:** Smart contracts automate processes, reducing bureaucratic delays and improving resource allocation.
- **Better Communication:** Enhanced communication channels ensure all stakeholders are well-informed about ongoing projects and decisions.

Example: Condominium DAO Implementation

Objective:

To create a DAO model for Condominium that ensures fair distribution of responsibilities, promotes transparency, and enhances community engagement through decentralized governance.

Stakeholders:

- **Unit Owners:** Residents and property owners.
- **Board of Directors:** Elected governing body.
- **Management Team:** Operational team handling daily tasks.
- **Committees:** Specific groups for various projects.
- **Service Providers:** Technical, financial, and regulatory support organizations.
- **Investors:** Individuals and entities funding projects.

Problem Description (Without DAOs)

- **Centralization:** Limited community participation in decision-making.
- **Transparency Issues:** Lack of transparency in operations and financial reporting.
- **Inefficiencies:** Delays and increased costs due to bureaucratic processes.

- **Communication Gaps:** Inconsistent updates and information sharing.

Solution Space (Using DAOs)

- **Governance:** Stakeholders have voting rights on project funding, maintenance schedules, and policy updates.
- **Tokenomics:** Tokens incentivize participation and represent shares in the condominium's assets.
- **Stakeholder Roles:** Defined roles for unit owners, board members, management, committees, and investors.
- **Technology Integration:** Blockchain for transparency and smart contracts for process automation.

Benefits:

- **Increased Participation:** Inclusive decision-making process.
- **Transparency:** All transactions and decisions recorded on the blockchain.
- **Efficiency:** Automated processes and efficient resource allocation.
- **Better Communication:** Enhanced channels for information sharing.

By implementing this DAO model, Condominium can achieve a more equitable distribution of responsibilities, improve transparency and efficiency, and foster a stronger sense of community engagement, ultimately benefiting all unit owners and stakeholders.



Burning Man D/AO



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Burning Man is a temporary city built annually in the Black Rock Desert of Nevada, structured to encourage radical self-expression, participation, and community-building. The physical structure of Burning Man consists of several key elements:

1. Black Rock City Layout

Burning Man is structured in a semi-circular grid, resembling a clock face, with its central focus being The Man, a large wooden effigy that is burned at the climax of the event. The city is divided into several major sections:

- **The Esplanade:** The innermost road that separates the city's main camping areas from the open Playa, often home to large theme camps, interactive art, and major sound camps.
- **Radial Streets:** Streets are named like a clock, ranging from 2:00 to 10:00, with The Man positioned at the 12:00 position.
- **Concentric Streets:** These are labeled alphabetically, moving outward from the Esplanade, creating organized neighborhoods for different camps and infrastructure.

- **Center Camp:** The main hub of activity with a café, art installations, and performance spaces.
- **The Open Playa:** A vast open area beyond the Esplanade, featuring large-scale art installations, mutant vehicles (art cars), and temporary structures like The Temple.

2. Theme Camps

- Theme camps are the backbone of Burning Man, forming organized, interactive spaces created by groups of participants.
- They range from art installations and chill spaces to bars, sound camps, and participatory experiences.
- Some camps provide food, performances, workshops, or immersive experiences.
- Large-scale sound camps, like Opulent Temple and Mayan Warrior, host world-class DJs and large crowds.

3. The Playa

- The Playa refers to the open desert space where most of the major art installations and mutant vehicles roam.
- Art pieces range from small personal projects to massive, interactive, or fire-breathing sculptures.
- The Temple, a sacred, artistically designed structure, is built in the Playa and burned on the final night as a space of reflection and memorial.

4. Infrastructure & Key Services

- **Black Rock Rangers:** Volunteer mediators and safety personnel who assist participants and maintain a sense of order.
- **Porta-Potties:** Strategically placed throughout the city.
- **Emergency Services:** Medical stations and support for participants.

- DPW (Department of Public Works): Responsible for setting up and tearing down the city.
- Mutant Vehicles & Bicycles: The only means of transportation besides walking.



How to read this document

We begin with the current shortfalls of Burning Man originating from the BM community, then proceed with outlining a solution and proposed structure (governance, leadership and entities). This is followed by several “Project Outlines” that sketch a possible solution, incl

- P01: Decentralized, Resilient, and Regenerative Burning Man Movement
- P02: From Bitcoin to Burning Man and Beyond
- P03: Community Canvas Model
- P04: Decentralized Cultural Exchange Platform (DCEP)
- P05: Burning Man’s Journey Into Adaptable Organizations

Status

- Ronnie to put foot in the door to the BM community and leadership team
- Joachim to sketch an outline for a potential solution space
- Joachim/Ronnie to agree on a the best possible project outline (P05)
- Ronnie to draft and submit a [letter of intent \(LOI\)](#) to the BM leadership team
- Hypha to [create an MoU](#) and [initiate a project](#) with BM Org
- Hypha to officially launch a project and assemble team

Current BM Critique

[This article](#) critiques Burning Man's financial management, highlighting rising administrative costs, stagnant leadership, and lack of transparency. Despite \$30 million in assets and \$3 million annual profits, the organization demands more donations while offering little accountability. Leadership remains unchanged, fostering inefficiency and alienating younger generations. The call is for a Department of Gerlach Efficiency (D.O.G.E.) to instill operational reforms and decentralize control.

Hypha's Solution in a Nutshell

Hypha could introduce transparent, decentralized governance structures to empower participants in decision-making, optimize resource allocation, and restore community trust.

Structural Changes in a Nutshell

New Governance and Leadership Systems

1. Decentralized Governance Structure (DHO Model):

Replace the current centralized leadership with Decentralized Human Organizations (DHOs) that allow for transparent decision-making and community participation. This

ensures no single group holds excessive control, fostering inclusivity and innovation.

2. Financial Transparency and Treasury Management:

Implement on-chain treasuries visible to all stakeholders. This ensures accountability for donations and expenditures, addressing the current lack of transparency in financial management.

3. Rotational Leadership & Community Voting:

Introduce term-limited roles and community-driven voting mechanisms for leadership positions to prevent stagnation and promote fresh ideas.

4. Resource Allocation Efficiency:

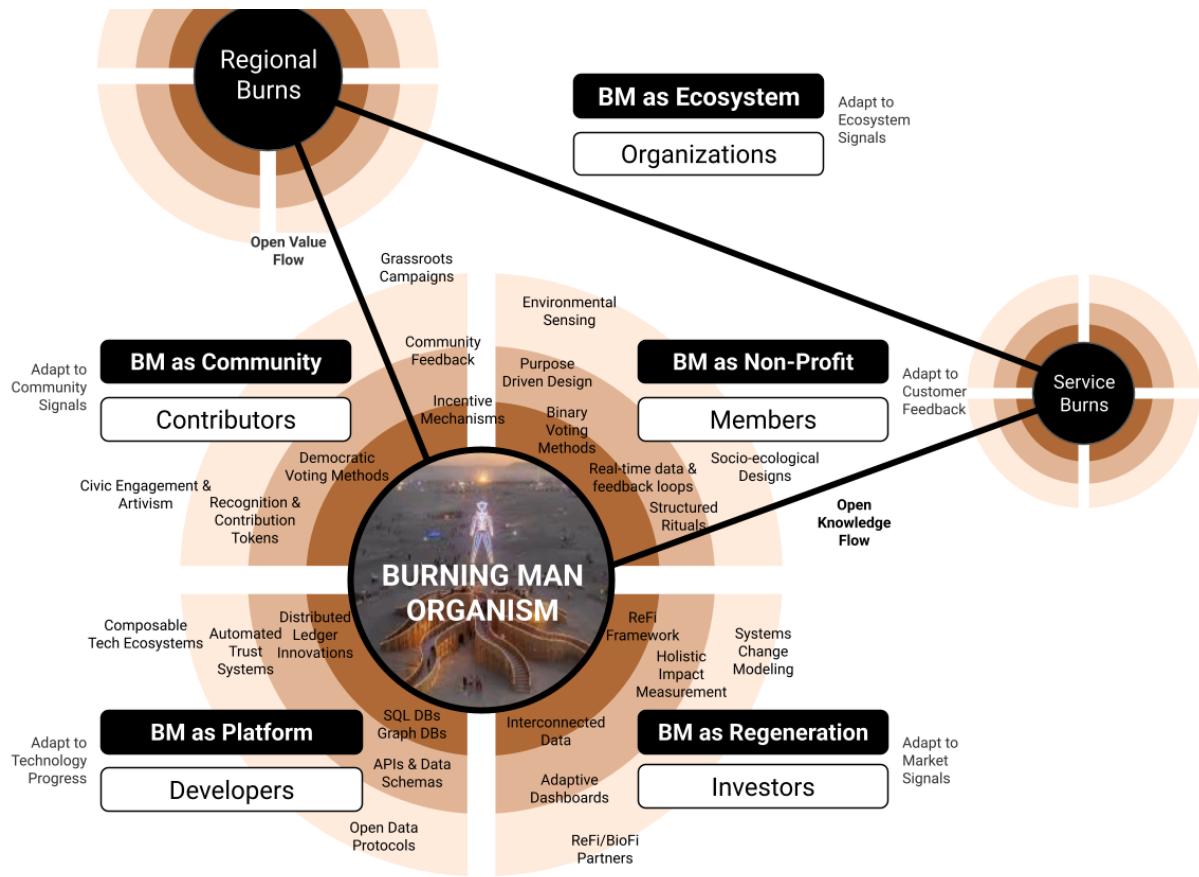
Adopt smart contract-based budgeting that allocates funds based on project proposals and community votes. This would enhance resource distribution efficiency.

New Conceptual Entities

Note: I think it helps if we keep the structure/entity diagram more conceptual for now.

As soon as we put labels on it, you will face criticism (nature of the beast, this needs to be a collaborative and participatory effort and you can stir them into this direction).

Here's an adapted version of the AO diagram, the small print inside the layers can be further defined.



[source](#)

Here are some refined suggestions for the labels around the four corners to better reflect Burning Man's ethos and dynamic ecosystem:

1. BM as Community (Contributors)

- Current: Social Movements | On-the-Go UI/UX | Adaptive Tokens
- Suggested Update:
 - Civic Engagement & Artivism – Highlighting participatory culture and activism through art.
 - Fluid Interaction Design – Emphasizing user-centered, adaptable experiences.
 - Recognition & Contribution Tokens – Rewarding active engagement and contributions.

2. BM as Non-profit(Members)

- **Current:** Adaptive UI/UX | Value Chains
- **Suggested Update:**
 - **Responsive Experience Design** – Reflecting flexible, community-driven business interfaces.
 - **Decentralized Value Networks** – Moving from linear chains to interconnected, peer-to-peer value flows.

3. BM as Platform (Developers)

- **Current:** Modular Extensions | Smart Contracts | Blockchains
- **Suggested Update:**
 - **Composable Tech Ecosystems** – Focusing on plug-and-play modularity for developers.
 - **Automated Trust Systems** – Smart contracts as enablers of transparent governance.
 - **Distributed Ledger Innovations** – Expanding beyond blockchain to include diverse data protocols.

4. BM as Regeneration (Investors) (*formerly BM as Impact*)

- **Current:** Impact Data | Impact Metrics | Impact Modeling
- **Suggested Update:**
 - **Regenerative Finance (ReFi) Frameworks** – Emphasizing funding models that regenerate ecosystems and communities.
 - **Holistic Impact Measurement** – Moving from isolated metrics to comprehensive well-being indicators.
 - **Systems Change Modeling** – Reflecting transformative, long-term societal shifts.

These labels align more closely with decentralized governance, community engagement, and sustainable innovation, creating a structure that's adaptive and reflective of Burning Man's evolving ethos.

Project Outline: Decentralized, Resilient, and Regenerative Burning Man Movement

1. Vision and Objectives

- Purpose: Transition Burning Man from an annual event to a year-round decentralized socio-cultural movement that is regenerative, participatory, and resilient.
- Goals:
 - Foster collaboration through decentralized governance.
 - Scale Burning Man principles globally.
 - Enhance community ownership and resource sharing.

2. Community Building through Hypha DAO

- Core Principles:
 1. Radical inclusion and participation.
 2. Transparency and shared governance.
 3. Alignment with regenerative economics and sustainability.
- Key Community Features:
 1. Onboarding and Membership:
 - Utilize DAO tools for membership badges and roles.
 - Enable community-driven onboarding processes.
 2. Shared Experiences and Rituals:
 - Decentralized co-creation of events, virtual and physical.
 - Integration of Burning Man traditions like gifting and decommmodification.

3. Governance:

- **Distributed decision-making via Hypha's tools.**
- **Utilize smart contracts to automate and secure operations.**

3. DAO Functionalities for Burning Man

- **Event DAOs:**
 - **Tokenized ticketing for dynamic pricing and access control.**
 - **Transparent treasury for funding art projects, events, and community efforts.**
 - **Real-time voting and decision-making at events.**
- **Artist and Community Support:**
 - **Crowdsourced funding for creative projects.**
 - **Royalty redistribution for co-created content using smart contracts.**
- **Cultural Exchange Platform:**
 - **Create a year-round global network for collaborative projects and resource sharing.**

4. Economic and Financial Model

- **Regenerative Economics:**
 - **Implement tokenomics to incentivize sustainable and inclusive practices.**
 - **Reward participants for alignment with community values.**
- **Funding Mechanisms:**
 - **Revenue sharing from ticket sales and merch.**
 - **DAO treasury managed by community governance.**

5. Scaling and Replication

- **Fractal Expansion:**
 - **Enable localized Burning Man-inspired communities using DAO templates.**

- Facilitate global gatherings connected through shared governance platforms.
- Hybrid Events:
 - Combine in-person gatherings with virtual participation to increase accessibility.

6. Digital Infrastructure

- Platforms and Tools:
 - Utilize Hypha DAO for governance, communication, and resource management.
 - Blockchain for secure identity, transactions, and data storage.
- Community Communication:
 - Regular digital and physical meetings to sustain engagement.

7. Impact Measurement and Feedback

- Metrics of Success:
 - Engagement and growth of member base.
 - Diversity and inclusion in projects and decision-making.
 - Measurable sustainability outcomes from funded initiatives.
- Iterative Development:
 - Continuous refinement of community processes based on member feedback and outcomes.

Project Outline: *From Bitcoin to Burning Man and Beyond*

The book “From Bitcoin to Burning Man and Beyond” (2014, by John Clippinger, David Bollier) explores the intersection of decentralized technologies, like Bitcoin and blockchain, with the ethos of community-driven, self-organizing societies, similar to what is practiced at Burning Man. The book examines the potential of these

technologies to foster new forms of societal organization that prioritize shared governance, collective ownership, and decentralized decision-making.

1. Introduction

- Objective: Explore the synthesis of decentralized technologies and cultural movements like Burning Man to foster regenerative, self-governing communities.
- Context: Highlight how the ethos of Burning Man aligns with blockchain and DAO principles to build resilient, equitable ecosystems.

2. Core Principles from *From Bitcoin to Burning Man and Beyond*

- Decentralization and Self-Sovereignty:
 - Align Burning Man's ethos of radical self-reliance with blockchain-based self-sovereign identities [11+source].
 - Implement dynamic governance systems that reflect the participatory democracy seen at Burning Man [11+source].
- Regenerative Economics:
 - Use tokenomics and complementary currencies to incentivize sustainability [11+source].
 - Highlight parallels between Burning Man's gift economy and non-fiat-based currencies like Bitcoin [11+source].
- Open Governance and Transparency:
 - Foster transparent decision-making through DAO mechanisms [11+source].
 - Create frameworks inspired by Burning Man's open participation and radical inclusion [11+source].

3. Burning Man as a DAO Use Case

- **Festival DAO Framework:**
 - Introduce dynamic ticketing systems using NFTs and token-gated access [9+source].
 - Enable real-time decision-making during the event via blockchain-based polling[9+source].
- **Shared Resources and Governance:**
 - Pool resources through a shared treasury governed by DAO participants[9+source].
 - Delegate festival operations (volunteer coordination, artist selection) via smart contracts[9+source].
- **Artist DAOs:**
 - Build networks for artists to tokenize their work, share royalties, and engage directly with their fan base[9+source].
 - Foster collaborations between artists and communities globally[9+source].

4. DAO Governance Models for Communities

- **Burning Man's Cultural Roots:**
 - Explore its evolution from anarchic gatherings to structured, participatory governance[11+source].
 - Reflect on the “Ten Principles” as DAO-compatible values[11+source].
- **Adaptive Governance:**
 - Utilize dynamic governance models that balance self-reliance and collective effort[11+source].
 - Emulate “radical self-expression” through participatory curation of DAO initiatives[11+source].

5. Regenerative Economic Systems

- **Digital Currencies for Sustainability:**

- Promote complementary currencies to stabilize DAO ecosystems [11+source].
- Develop incentive systems that reward alignment with community values [11+source].
- Resource Circularity:
 - Enable resource sharing and recycling via tokenized contributions and transparent tracking [9+source].
 - Incorporate “leave no trace” as an economic principle within DAO operations [10+source].

6. Technology as a Tool for Cultural Transformation

- Blockchain for Trust and Collaboration:
 - Develop decentralized identity systems that empower self-sovereignty [11+source].
 - Build trust frameworks for DAOs to coordinate large-scale projects [11+source].
- Tools for Community Building:
 - Introduce platforms like Open Mustard Seed to enhance community self-management [11+source].
 - Utilize decentralized infrastructure for creative and operational scalability [11+source].

7. Prototyping Future Societies

- Burning Man as a Prototype City:
 - Examine its urban design principles (e.g., open grids, shared spaces) as templates for DAO cities [11+source].
 - Highlight its blend of freedom and structure as a DAO governance model [11+source].
- Scaling Through Pilots:

- Propose pilot projects like “Decentralized Cultural Exchange Platforms” or “Event DAOs”[\[9+source\]](#)[\[10+source\]](#).
- Use these as iterative steps toward larger, global initiatives[\[9+source\]](#)[\[11+source\]](#).

8. Challenges and Opportunities

- Challenges:
 - Navigating the trade-offs between decentralization and efficiency[\[11+source\]](#).
 - Ensuring equitable participation across diverse groups[\[11+source\]](#).
- Opportunities:
 - Building scalable systems that replicate Burning Man’s community ethos globally[\[11+source\]](#).
 - Harnessing technology for regenerative impact at scale[\[11+source\]](#).

9. Conclusion

- Vision: Transition from ephemeral festivals to enduring socio-cultural movements sustained by DAO principles.
- Call to Action: Mobilize resources, communities, and technologies to co-create resilient, equitable futures inspired by Burning Man.

Project Outline: Community Canvas Model

1. Identity: Building the Core Purpose and Ethos

Purpose

- Vision: Create a globally interconnected, decentralized cultural movement rooted in the values of radical inclusion, self-expression, and regenerative principles.

- **Mission:** Extend Burning Man's ethos beyond Black Rock City through localized, year-round activities powered by a DAO framework for collective decision-making and co-creation.
- **Key Question:** How will the movement amplify Burning Man's impact on global cultural and ecological resilience?

Values

- Emphasize the Ten Principles of Burning Man as the foundational values.
- Incorporate DAO-specific values such as transparency, accountability, and active participation.

Member Identity

- Define traits of "Burners 2.0": individuals and groups who are deeply aligned with the values of sustainability, creativity, and community empowerment.

2. Experience: Engaging Members and Catalyzing Action

Member Selection and Onboarding

- **Open Membership:** Allow global participants to join by acquiring digital Cultural Contribution Badges as credentials.
- **Onboarding:** Introduce members to the community's principles, governance model, and opportunities for engagement through interactive workshops and DAO toolkits.

Shared Experiences

- **Local Nodes:** Organize localized, self-managed "regional burns" and gatherings inspired by the Burning Man ethos.
- **Virtual Spaces:** Leverage Hypha's platform for year-round virtual co-creation and decision-making.

Rituals and Traditions

- Celebrate symbolic rituals like the burning of effigies, creating shared meaning across all nodes.

Content Creation and Sharing

- Create community-driven art and stories showcased on decentralized platforms, rewarding contributors with tokens or recognition badges.

3. Structure: Establishing Robust Operations

Governance

- Use the Hypha DAO platform to empower decentralized decision-making via proposals, votes, and real-time polls.
- Implement Ostrom-inspired governance for shared cultural and physical commons.

Financing

- Introduce a token-based economy to:
 - CrowdFund projects.
 - Reward contributions (e.g., through volunteer work).
 - Facilitate eco-conscious commerce during events.

Channels and Platforms

- Combine digital (DAO platforms) and physical (regional hubs) spaces for seamless coordination.

Data Management

- Uphold GDPR compliance by storing meta-information on-chain while preserving privacy through decentralized identifiers (DIDs).

4. Scaling and Regeneration

Expansion

- Implement fractal growth patterns by empowering local groups to adapt and scale the model to their contexts.

Impact Measurement

- Use hybrid KPIs to track cultural, ecological, and economic resilience, ensuring alignment with regenerative principles.

Project Outline: Decentralized Cultural Exchange Platform (DCEP)

Concept

Hypha DAO could create a “Decentralized Cultural Exchange Platform” (DCEP) that leverages blockchain and DAO principles to foster cross-cultural collaboration and resource sharing. This platform would operate similarly to how Burning Man functions as a temporary self-sustaining community but extend its ethos into a year-round, global digital network.

Objectives

1. **Cultural Collaboration:** Facilitate global collaboration on cultural projects, enabling artists, creators, and communities to co-create cultural artifacts, events, and initiatives.
2. **Resource Pooling:** Utilize Hypha's DHO framework to create a shared treasury where participants can pool resources, fund projects, and manage shared assets like event spaces, digital tools, or materials.
3. **Decentralized Governance:** Employ Hypha's governance model to enable participants to propose, vote on, and implement projects and initiatives. This

ensures that the platform evolves in line with the collective vision of its members.

4. **Regenerative Economics:** Incorporate regenerative economic principles where participants are rewarded not just for their contributions but also for their alignment with values like sustainability, inclusivity, and community development.

How It Works

1. **Membership and Onboarding:** Individuals and communities interested in participating in the DCEP can join by acquiring a “Cultural Contribution Badge,” which acts as a digital credential within the DHO. The onboarding process is community-driven, with existing members voting on new members based on their alignment with the platform’s values.
2. **Proposal System:** Members can submit proposals for cultural projects, events, or initiatives. These proposals are discussed, refined, and voted on through the DCEP’s decentralized governance model, ensuring broad participation and consensus.
3. **Funding and Resource Allocation:** Approved projects receive funding from the shared treasury. Hypha’s tokenomics could be utilized to create a reward system that incentivizes contributions while ensuring that resources are used sustainably and transparently.
4. **Collaboration and Execution:** Projects are executed in a collaborative manner, leveraging the diverse skills and resources of the DCEP community. Smart contracts manage agreements, automate payments, and ensure that contributions are recognized and rewarded fairly.
5. **Impact and Feedback:** Post-implementation, projects are reviewed by the community to assess their impact. This feedback loop informs future initiatives and ensures continuous learning and improvement.

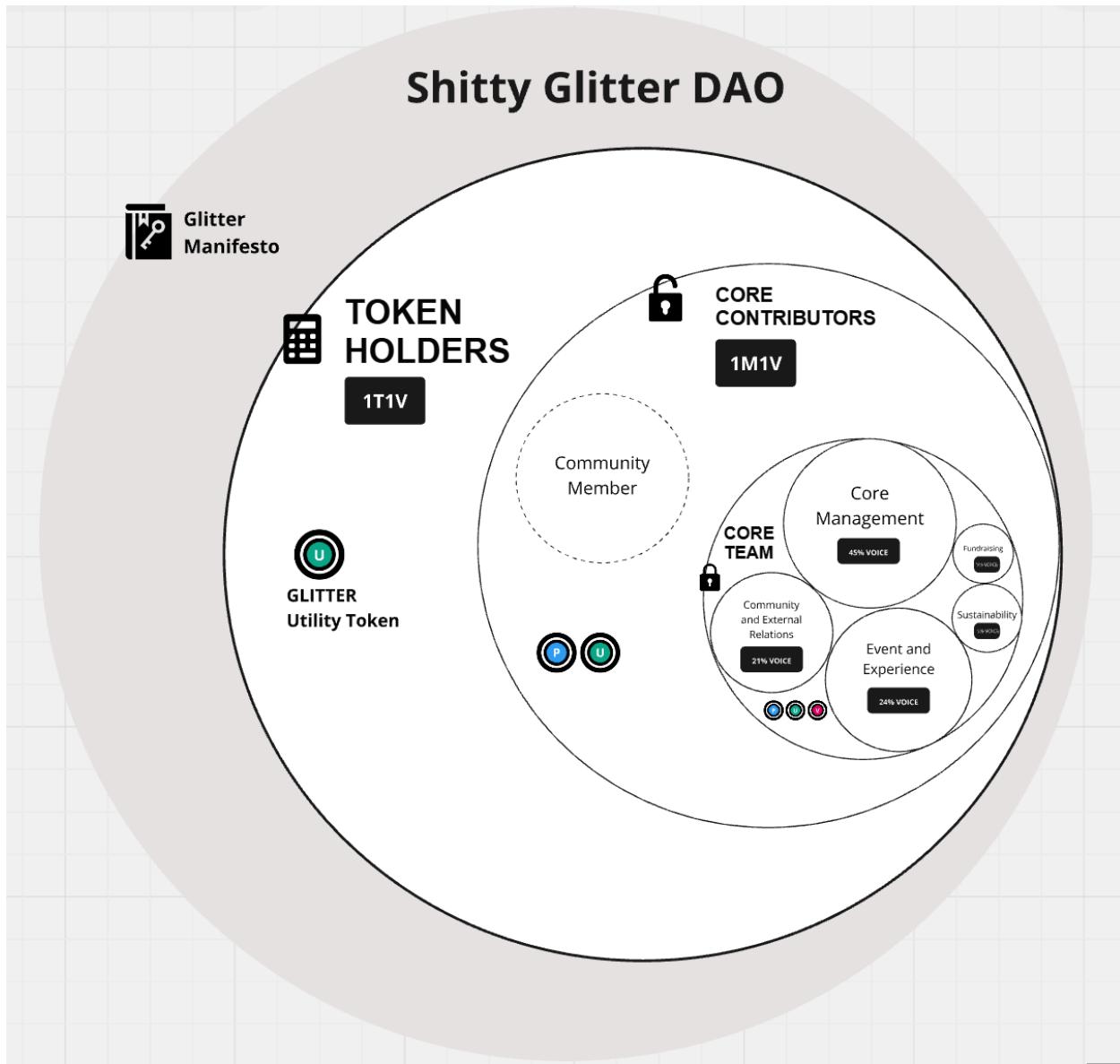
Benefits

- **Global Cultural Exchange:** DCEP fosters cross-cultural understanding and collaboration by providing a decentralized platform for people to share, create, and celebrate diverse cultural expressions.
- **Empowered Communities:** Communities are empowered to take ownership of cultural initiatives, with decentralized governance ensuring that all voices are heard and valued.
- **Sustainable Model:** By using regenerative economics and resource-sharing principles, DCEP promotes sustainability and resilience in cultural production and exchange.

Example Initiatives

- **Global Art Installations:** A project where artists from different parts of the world collaborate to create digital and physical art installations, funded and managed by the DCEP.
- **Cultural Knowledge Exchange:** A series of decentralized workshops and events where communities share traditional knowledge, crafts, and practices, facilitated through Hypha's platform.
- **Virtual Festivals:** Using Hypha's tools, the DCEP could organize virtual festivals celebrating cultural diversity, where participants co-create digital experiences in a decentralized, co-governed environment.
- **Shitty Glitter DAO:** Pilot DAO for a Burning Man decentralized organization in [Black Rock City](#).
- **Speculative Futures:** [Speculative Futures | Johanna Hoffman | Long Now Foundation](#)





Project Outline: Burning Man's Journey Into Adaptable Organizations

ACTION PLAN: Building an Adaptable Future for Burning Man

If we look at the default world, our existing economic and governance systems are visibly fractured. While the climate crisis is the most talked-about, what is even more pervasive is the crisis of governance and corruption. We witness this

globally—systems designed to entrench inequality, foster division, and maintain centralized control. But what if Burning Man could be the crucible for a different future?

With the rise of AI, automation, and rapid technological shifts, it is no longer a question of *if* systemic change will happen, but *when*. The more urgent question for us is: Will we passively accept systems imposed by outdated models, or will we lead by creating a new, sovereign, community-driven model? Burning Man has always been at the forefront of cultural experimentation, and Adaptable Organization (AO) structures offer us a pathway to navigate not only our current tensions but also future challenges.

Why the Adaptable Organization (AO) Model?

An Adaptable Organization takes the best aspects of hierarchical leadership, democratic participation, and decentralized systems, merging them into a dynamic, flexible structure that can evolve with the needs of the community. It mirrors the resilience and complexity of nature, allowing for both centralized decision-making where necessary and decentralized participation to ensure accountability and diversity of thought.

- **Flexible Leadership:** Leadership roles can be dynamic, shifting based on expertise, experience, or the needs of the moment. No one holds power indefinitely, and decisions can be centralized when speed and coordination are needed but decentralized when collective wisdom is required.
- **Decentralized Accountability:** Community members earn voice through participation and contribution, not by wealth or influence. This voice decays with inactivity to ensure only active participants shape the community's future.
- **Spaces for Expertise:** Rather than everyone voting on everything (which can lead to chaos), specialized spaces or “circles” are created where people with relevant knowledge can contribute to focused decision-making.

- **Transparent Governance:** A transparent, secure system ensures that decisions are made openly, reducing opportunities for corruption, favoritism, or opaque power dynamics.
- **Resilient Ecosystem:** This system doesn't just solve today's problems—it's designed to adapt to future challenges like climate pressures, technological disruptions, and socio-political shifts.

How Will This Address Burning Man's Current and Future Challenges?

1. Financial Sustainability with Accountability:

Instead of recurring donation drives to plug financial gaps without structural change, an AO model ensures that financial contributions come with governance rights. This prevents power imbalances and ensures that wealth doesn't equate to disproportionate influence.

2. Rebalancing Power Between the Community and the Org:

The participants are the event, yet the community currently has no formal governance rights. An AO framework brings the Org and the community into a shared governance ecosystem, ensuring that both groups are aligned in purpose and accountable to each other.

3. Future-Proofing Against Systemic Risks:

The climate crisis, technological shifts like AI, and increasing socio-political instability are not distant threats—they are here now. The AO model is inherently resilient and adaptable, designed to evolve alongside external pressures and internal community needs.

4. Cultural Integrity in the Face of Growth:

As Burning Man continues to grow, there's a risk of mission drift—losing touch with the very principles that make it special. An AO ensures ongoing cultural coherence by embedding the community's voice into every layer of decision-making.

5. Guarding Against Corruption and Influence Buying:

Wealthy camps attempting to buy influence? Not in an AO. Voice and value are separated—you can't buy your way into decision-making power. Influence is earned through active participation and contribution, ensuring equity in governance.

6. Empowering the Next Generation of Burners:

Younger generations demand purpose-driven, transparent, and collaborative environments. An AO is not just an organizational structure—it's a cultural blueprint that aligns with the values of future leaders, ensuring Burning Man's relevance and vibrancy for decades to come.

What Does This Look Like in Practice?

Imagine specialized circles within the community focusing on key aspects like environmental sustainability, financial health, artistic expression, and logistical operations. These circles operate autonomously but within a shared governance framework, where decisions are transparent and inclusive. Leadership roles rotate based on merit and engagement, and feedback loops ensure that the community remains at the heart of every decision.

- **Financial Circle:** Oversees transparent budgeting, resource allocation, and contribution accounting.
- **Cultural Stewardship Circle:** Ensures that Burning Man's principles are upheld across all decisions.
- **Environmental Resilience Circle:** Develops strategies to address climate-related challenges on and off the playa.
- **Tech and Innovation Circle:** Explores the use of new technologies like blockchain or AI in governance, while safeguarding against tech-driven inequalities.

A Call to Action: Burning Man as a Beacon for Global Change

Burning Man has always been more than just a festival. It's a radical experiment in community, art, self-expression, and self-reliance. But now, as we face unprecedented global challenges, we have the opportunity to pioneer a governance model that could ripple far beyond the playa.

Let's come together—not just to address the issues of today, but to build a resilient, adaptable, and equitable system that can serve as a model for communities worldwide. The world is watching. If not Burning Man, then where? If not now, then when?

I propose the formation of a working group composed of community leaders, Org representatives, and experts in adaptable governance systems to explore this transition. Together, we can chart a path forward that stays true to Burning Man's principles while embracing the future.

Hypha x Ubuntu (Mining DAO)



Links

- <https://www.youtube.com/@UbuntuTribeOne>
- <https://utribe.one/>
- [Atlas Working Doc](#)

Contacts

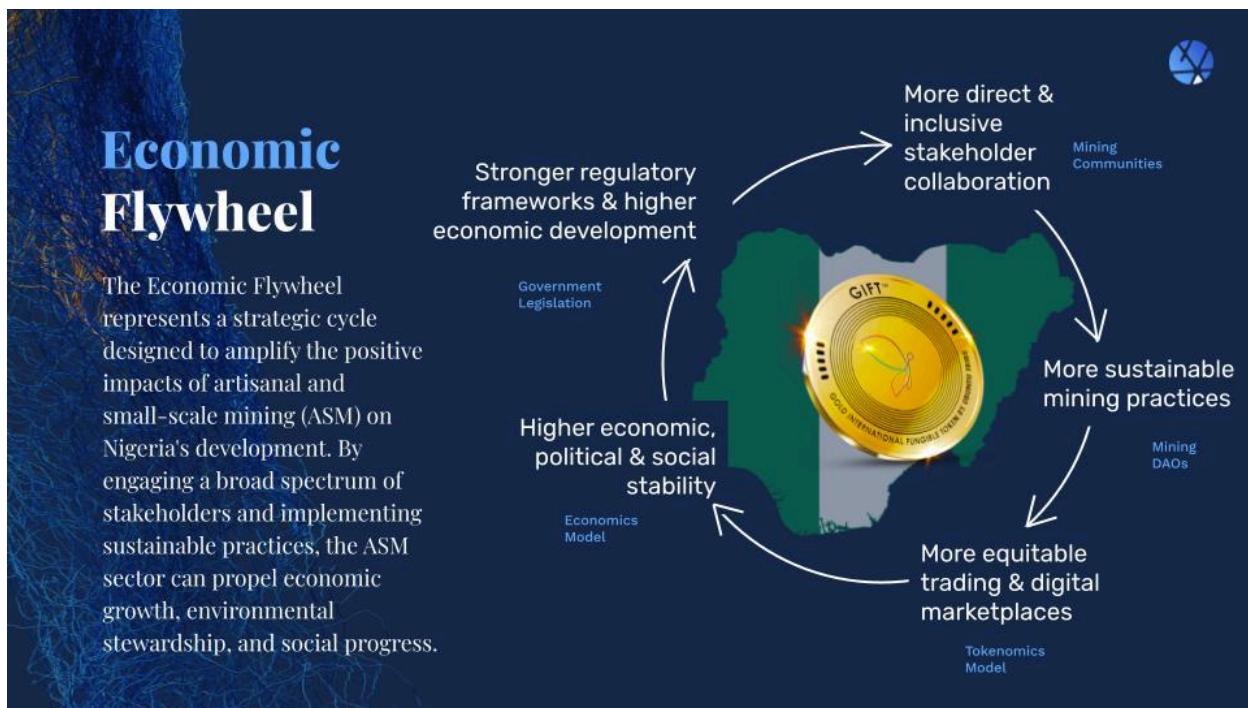
- [Mamadou Touré, CEO](#)
- [Suren Movsisyan, PhD \(Integration , Software Eng/Solana\)](#)
- [Oliver Lienhard \(CTO, Vision\)](#)
- [Ubuntu Team](#)
 - [Naomi \(Marketing\)](#)
 - [Tiago \(XR developer\)](#)
 - [Kakai \(MakerDAO, Nairobi connector\)](#)
 - [Velma \(Mining expert, villager, Nairobi connector\)](#)
 - [Mathew \(UbuntuVerse, coodinator\)](#)
- [Gridless](#)
 - [Alyse Killeen, investor](#)
 - [Brian Consolvo, advisor](#)
- [Other parties](#)
 - [David Solomon](#)
 - [Lucien Tarnowski \(United Planet\)](#)
 - [Brock Pierce](#)

Proposition and Goals (TBD)

Our value proposition is two-fold: we know DAOs (Features and Protocols, Tokens and Tokenomics, Smart Contracts) and we know Regeneration (Holistic Resource Allocation, Sustainability Reporting, Ecological Impact). Hence Hypha goal for this

project is to define a strong regenerative mining protocol that ultimately sets a regenerative economic flywheel in motion (depicted & outlined below).

- a wider macroeconomic incentives definition through a **regenerative economy model**
- a context-sensitive protocol selection process through **DAO protocol inventory mapping**
- the implementation of protocols for both development and non-dev work through **DAO protocol syntax mapping** (multi-stakeholder process)
- the realization (and confirmation) of the economic incentives through a pilot program guided by an on-the-ground deployment team



Background

Artisanal mining (ASM) is a significant part of Nigeria's economy, with more than 10 million people involved in formal and informal operations. ASM accounts for about 10% of gold and over 90% of the country's diamond production.

The southwest region of Nigeria has the highest ASM operation, with 182 ASM in 2020 mining minerals such as gold and bitumen. In the southeast, ASM explores mineral deposits such as lead/zinc, limestone, iron ore, and barite.

The activities of artisanal miners can have many negative impacts on the environment, including: Land degradation, Pollution of soil and water, Erosion, Desertification, Waste disposal.

 According to [Earthjournalism.net](#), up to 85% of the miners in Nigeria are artisanal and illegal operators who do not adhere to safety standards and environmental regulations.

The [Presidential Artisanal Gold Mining Initiative \(PAGMI\)](#) seeks to address issues related to the artisanal mining industry, ensuring fair treatment for artisanal miners and promoting their well-being.

- [Presidential Artisanal Gold Mining Initiative \(PAGMI\) \(2022\)](#)
"Presidential Artisanal Gold Mining Initiative (PAGMI) is a strategic program established by the President of the Federal Republic of Nigeria. It is designed to mine and aggregate gold from artisanal and small-scale miners under the National Gold Purchase Programme."
- [Ubuntu Tribe eyes African capital markets with tokenised gold assets \(Nov 2023\)](#)
"Utribe Wallet, an avant-garde platform provides customers the possibility to buy gold from as low as 50 Naira from the ease of their mobile phone. "
- [Nigerian central bank lifts ban on crypto trading \(Dec 2023\)](#)
"In a circular dated Dec. 22, the CBN said current trends globally have shown there is a need to regulate the activities of virtual asset service providers (VASPs), which include cryptocurrencies and crypto assets. [...] VASPs would need to be licensed by the Nigerian SEC to engage in the crypto business.""

- **Nigeria's naira at record low despite improving FX liquidity (Feb 2024)**
“Africa’s largest economy has been experiencing a crippling dollar shortage that has pushed its currency to record lows in recent weeks, though Cardoso has said that dollar liquidity was improving.” and
“Oscar N. Onyema, CEO of the Nigerian Stock Exchange Asset tokenisation is a unique opportunity for Nigeria’s accelerated growth for all citizens and we are proud to see Ubuntu Tribe lead the way in this direction.”

Processes

Stakeholder Analysis

When performing a stakeholder analysis in the artisanal mining space, it's important to have both qualitative and quantitative tools and processes that can capture the complexity of relationships, interests, and power dynamics.

1. Stakeholder Mapping Software:
 - Tools like [Miro](#) can help visually map stakeholders according to their influence and interest in the project.
2. Stakeholder Engagement Platforms:
 - Platforms like [Borealis](#) provide a centralized location to manage communications and engagement with stakeholders.
3. Survey and Feedback Tools:
 - Online survey platforms like [Zoho Surveys](#) can gather quantitative and qualitative data from stakeholders.
4. Stakeholder Interview Templates:
 - Standardizing interview questions for different stakeholder groups to ensure comprehensive and consistent information gathering.
5. Public Participation GIS (PPGIS):

- Geographical Information Systems (GIS) to map stakeholders geographically, like **Restor** or **ArcGIS** are especially relevant in the mining sector.

6. Conflict Sensitivity Tools:

- Frameworks like **OICD** to understand the conflicts in the mining sector and navigate them sensitively.

7. Ecological Benefits Framework:

- Tools like **EBF** to prioritize issues that are of most concern to stakeholders and the business.

8. Project Management Software:

- Tools like our PM Canvas can organize and manage stakeholder-related tasks and activities.

9. Socio-Economic Impact Assessment Tools:

- Conducting assessments to understand the socio-economic impact of the mining activities on the stakeholders.

10. Power/Interest Grids:

- Classic project management tools for categorizing stakeholders by their power over and interest in the project outcomes.

Each of these tools and processes can be tailored to fit the unique needs of your project in the artisanal mining space. The key is to ensure that stakeholder analysis is thorough, dynamic, and ongoing throughout the project lifecycle, given that stakeholder interests and influence can change over time.

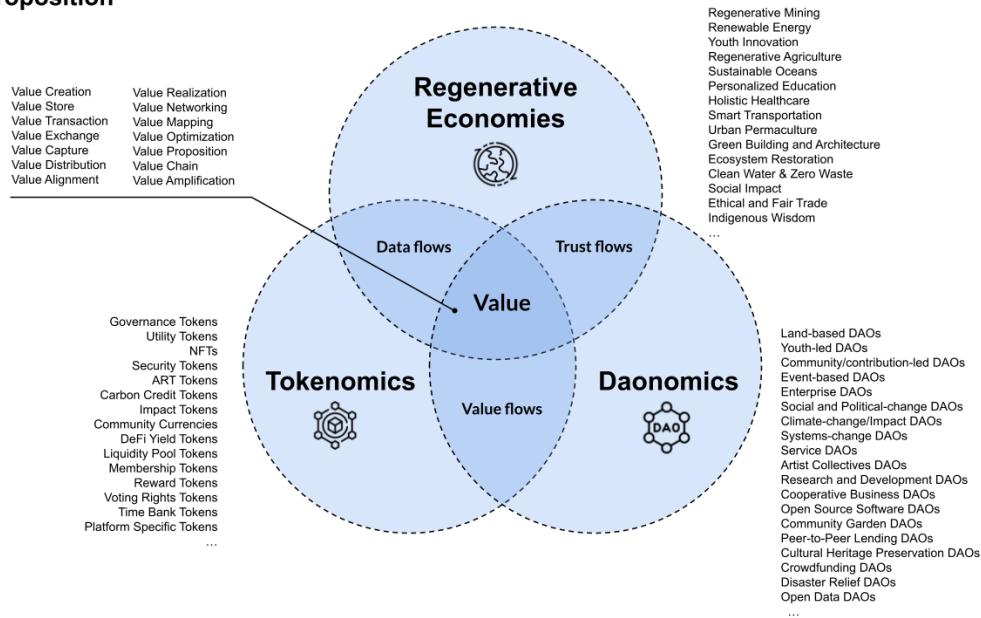
Economy building

Blockchain technology (DAOs, Smart Contracts and Token systems) introduce an economic paradigm shift towards a more open and participatory (=anti-rivalrous) environment that is less dependent on competitive practices (either you or me) and fosters a culture of collaboration and value exchange (between you and me). This

Venn diagram depicts the complex interplay between the creation, distribution, and maintenance of value within decentralized and regenerative economic systems.

i To create the skeleton with GPT-4, feed it the diagram below and explain the slice of the regenerative economy and project.

Our Value Proposition



SKELETON:

Launching a “Regenerative Mining” project within this model would mean integrating sustainable and restoration-focused practices into the extraction of minerals and resources. Here’s how the other building blocks could be defined to align with this initiative:

Daonomics (Left Circle):

- **Land-based DAOs:** Establish a Decentralized Autonomous Organization that acquires and manages mining land with sustainable practices.
- **Climate-change Impact DAOs:** Integrate strategies within the DAO to mitigate the environmental impact of mining activities.

- **Cooperative Business DAOs:** Form alliances with local communities and stakeholders to operate mines collectively with shared benefits.
- **Research and Development DAOs:** Focus on continuous innovation in mining technologies to reduce ecological impact.
- **Disaster Relief DAOs:** Have protocols in place for immediate response to any environmental incidents related to mining activities.

Value (Center Circle):

- **Trust Flows:** Develop a reputation system within the DAO for transparent and accountable mining practices.
- **Data Flows:** Utilize blockchain for data transparency, recording all mining activities, restoration efforts, and environmental impact data.
- **Value Flows:** Ensure that the economic benefits of mining are distributed fairly among all stakeholders, including local communities and those involved in environmental restoration.

Tokenomics (Right Circle):

- **Governance Tokens:** Issue tokens that give stakeholders a say in how the mine is managed and ensure that decisions benefit all parties and the environment.
- **Utility Tokens:** Create tokens that can be used to access services or privileges within the mining ecosystem, like premium minerals or data.
- **NFTs:** Use Non-Fungible Tokens to represent unique assets in the mine, such as specific plots of land or mining rights.
- **Security Tokens:** Offer tokens that represent an investment in the mining project and are backed by the tangible assets of the mine.
- **Carbon Credit Tokens:** Introduce tokens that represent carbon offsets, incentivizing and rewarding sustainable mining practices.



See additional research below about the [ART token](#).

For a “Regenerative Mining” project to be successful, it would need to innovate in the way mining operations are traditionally run, integrating new technologies, community engagement, and environmental protection measures into its core. The DAO could be instrumental in managing operations, facilitating research, and promoting sustainable practices, while the tokenomics structure could incentivize and reward sustainable behaviors and enable the community to invest in the project’s success. The central value propositions of trust, data integrity, and equitable value flow would be critical to aligning the incentives of all stakeholders with the regenerative goals of the project.

Protocol mapping

i To create the skeleton with GPT-4, feed it the protocol inventory and refer to the previous the slice of the regenerative economy.

SKELETON:

Project Execution and Operations Protocols:

1. **Project Canvas Protocol:** Used to map out the entirety of the mining project, including sustainability goals, community involvement, expected outcomes, and environmental impact assessments.
2. **Risk Management Protocol:** Outlines methods for identifying, assessing, and mitigating risks associated with mining activities, especially environmental risks and community impact.
3. **Quality Assurance Protocol:** Ensures that all mining processes meet predefined standards of sustainability and safety, and that the extracted minerals are of high quality.

Organizational Structure and Governance Protocols:

4. **Governance Protocol:** Defines the decision-making processes within the DAO, including the creation and voting on proposals related to mining operations and sustainability practices.

5. **Voting Protocol:** Establishes the mechanisms by which members can vote on decisions, ensuring democratic and decentralized governance.
6. **Role Assignment ("hiring") Protocol:** Details how members are selected for specific roles within the DAO, including criteria for expertise in sustainable mining practices and community engagement.

Membership and Community Protocols:

7. **Membership Protocol:** Sets the criteria for becoming a member of the DAO, emphasizing a commitment to regenerative practices and community well-being.
8. **Onboarding Protocol:** Provides a structured process for integrating new members into the DAO, with education on regenerative mining practices and community values.
9. **Community Engagement Protocol:** Encourages active participation from the local community and stakeholders, ensuring that the mining activities align with their interests and contribute to local development.

Holistic Resource Management Protocols:

10. **Resource Allocation Protocol:** Determines how resources are distributed within the DAO, prioritizing sustainable and regenerative projects.
11. **Tokenomics Protocol:** Defines the economic incentives within the DAO, such as the issuance of tokens that represent a stake in the mining operations or that incentivize sustainable behavior.
12. **Budgeting Protocol:** Outlines how the DAO allocates its funds, with an emphasis on sustainability and community projects.



See additional research notes on [Holistic Resource Management](#) below.

Innovation and Development Protocols:

13. Innovation Protocol: Encourages continual improvement and adoption of new, more sustainable mining technologies and practices.

14. Research and Development Protocol: Focuses on advancing knowledge and techniques in regenerative mining, including collaboration with scientific and environmental organizations.

Security and Compliance Protocols:

15. Security Protocol: Ensures the protection of the DAO's digital infrastructure and members' assets.

16. Compliance Protocol: Adheres to local and international regulations regarding mining activities, including environmental laws and labor standards.

Sustainability and Environmental Impact Protocols:

17. Regenerative Protocol: Serves as the foundation of the DAO, focusing on mining practices that replenish and restore the environment.

18. Environmental Protocol: Establishes guidelines for minimizing the environmental impact of mining activities and for conducting regular environmental impact assessments.

Implementing these protocols will help create a structured, efficient, and transparent DAO that adheres to regenerative practices, enhancing the sustainability of mining activities and ensuring benefits for both the environment and the local communities involved.

Syntax mapping

i To create the skeleton with GPT-4, feed it the protocol inventory and refer to the previous slice of the regenerative economy.

SKELETON:

Using the protocol description language provided, let's define the syntax for selected protocols in the context of a Regenerative Mining DAO:

1. Project Canvas Protocol

- **Protocol:** Project Canvas <CREATE/UPDATE/REVIEW>
- **Basic Generic Patterns:** CUD (Create/Update/Destroy)
- **Nested Scopes:** PROJECT (part of DAO), DAO (part of NETWORK)
- **Permissions:**
 - PROJECT-CREATE (create new project canvas)
 - PROJECT-UPDATE (update existing project canvas)
 - DAO-REVIEW (review project canvas at DAO level)
- **Description:**

The Project Canvas Protocol establishes a structured format for presenting new mining projects, including sustainability objectives and impact metrics. It allows for the creation and periodic updating of project canvases, ensuring they remain aligned with the DAO's regenerative goals. The DAO-REVIEW permission allows for broader scrutiny and approval within the DAO structure.

2. Risk Management Protocol

- **Protocol:** Risk Management <IDENTIFY/ASSESS/MITIGATE>
- **Basic Generic Patterns:** IAM (Identify/Assess/Mitigate)
- **Nested Scopes:** PROJECT (part of DAO)
- **Permissions:**
 - PROJECT-IAM (identify, assess, and mitigate risks at project level)
 - DAO-IAM (oversee risk management at DAO level)
- **Description:**

The Risk Management Protocol defines the process for identifying, evaluating, and mitigating risks associated with mining activities. PROJECT-IAM permissions enable project teams to conduct risk assessments and implement mitigation strategies, while DAO-IAM

ensures oversight and integration of risk management across the DAO's portfolio of projects.

3. Quality Assurance Protocol

- **Protocol:** Quality Assurance <DEFINE/ENFORCE/AUDIT>
- **Basic Generic Patterns:** DEA (Define/Enforce/Audit)
- **Nested Scopes:** OPERATION (part of PROJECT), PROJECT (part of DAO)
- **Permissions:**
 - OPERATION-DEA (enforce quality standards on operational level)
 - PROJECT-AUDIT (audit quality across projects)
- **Description:**

This protocol ensures that all operational processes adhere to established quality and sustainability standards. The OPERATION-DEA permission allows operational teams to enforce these standards, while PROJECT-AUDIT enables project-level audits to ensure compliance and address any discrepancies in quality assurance.

4. Governance Protocol

- **Protocol:** Governance <PROPOSE/VOTE/IMPLEMENT>
- **Basic Generic Patterns:** PVI (Propose/Vote/Implement)
- **Nested Scopes:** CIRCLE (part of CORE), CORE (part of DAO)
- **Permissions:**
 - CIRCLE-VOTE (vote on proposals within circle scope)
 - CORE-IMPLEMENT (implement decisions within core scope)
 - DAO-PROPOSE (propose new governance initiatives)
- **Description:**

The Governance Protocol provides a structured method for proposing, voting on, and implementing decisions that affect the DAO. It ensures that governance actions are transparent and reflect the collective will of the DAO's members, facilitating democratic and effective management.



See additional research notes on [Indigenous-governance-protocols](#) below.

1. Voting Protocol

- **Protocol:** Voting <NOMINATE/VOTE/COUNT>
- **Basic Generic Patterns:** NVC (Nominate/Vote/Count)
- **Nested Scopes:** PROPOSAL (part of PROJECT), PROJECT (part of DAO)
- **Permissions:**
 - MEMBER-NOMINATE (nominate proposals for voting)
 - MEMBER-VOTE (cast a vote on proposals)
 - ADMIN-COUNT (officially count and verify votes)
- **Description:**

The Voting Protocol defines the process by which proposals are nominated, voted upon, and the votes counted. It ensures that all members have the opportunity to participate in DAO governance through MEMBER-NOMINATE and MEMBER-VOTE permissions, while the ADMIN-COUNT permission is reserved for administrators to ensure vote integrity and transparency.

2. Role Assignment ("hiring") Protocol

- **Protocol:** Role Assignment <DEFINE/ASSIGN/REVIEW>
- **Basic Generic Patterns:** DAR (Define/Assign/Review)
- **Nested Scopes:** ROLE (part of DAO)
- **Permissions:**
 - ADMIN-DEFINE (define role responsibilities and criteria)
 - CORE-ASSIGN (assign members to roles based on defined criteria)
 - COMMUNITY-REVIEW (review and provide feedback on role assignments)
- **Description:**

The Role Assignment Protocol is responsible for defining roles within the DAO, assigning members to these roles, and reviewing these assignments. ADMIN-DEFINE sets the criteria and responsibilities for each role, CORE-ASSIGN is responsible for the selection of members to

fill roles, and COMMUNITY-REVIEW allows the broader DAO community to provide oversight and feedback.

Membership Protocol

- **Protocol:** Membership <INVITE/REVOKE>
- **Basic Generic Patterns:** IR (Invite/Revoke)
- **Nested Scopes:** COMMUNITY (part of DAO)
- **Permissions:**
 - ADMIN-INVITE (authorize invitations for new members)
 - ADMIN-REVOKE (revoke membership when necessary)
- **Description:**

The Membership Protocol manages the dynamics of DAO membership. With ADMIN-INVITE, designated administrators can extend invitations to prospective members who have demonstrated a commitment to the DAO's regenerative practices and community well-being. The ADMIN-REVOKE permission is used to maintain the integrity and alignment of the DAO's membership; it is exercised in accordance with the DAO's governance policies when there is a need to revoke membership due to breaches of community trust or protocol. This protocol ensures a secure, trustworthy, and value-aligned community growth.

4. Onboarding Protocol

- **Protocol:** Onboarding <ORIENT/TRAIN/INTEGRATE>
- **Basic Generic Patterns:** OTI (Orient/Train/Integrate)
- **Nested Scopes:** NEWCOMER (part of MEMBER), MEMBER (part of COMMUNITY)
- **Permissions:**
 - MENTOR-ORIENT (orient new members to DAO culture and practices)
 - TRAINER-TRAIN (provide training on specific roles and DAO tools)
 - COMMUNITY-INTEGRATE (assist with the integration of new members into the DAO community)

- **Description:**

The Onboarding Protocol ensures new members are effectively integrated into the DAO. MENTOR-ORIENT is focused on initial orientation, TRAINER-TRAIN provides comprehensive training to new members on DAO operations and their roles, and COMMUNITY-INTEGRATE ensures new members feel welcomed and become active participants in the DAO community.

5. Community Engagement Protocol

- **Protocol:** Community Engagement <ENGAGE/INFORM/RESPOND>
- **Basic Generic Patterns:** EIR (Engage/Inform/Respond)
- **Nested Scopes:** COMMUNITY (part of PROJECT), PROJECT (part of DAO)
- **Permissions:**

- COMMUNITY-ENGAGE (initiate engagement with local communities)
- PROJECT-INFORM (disseminate project information)
- DAO-RESPOND (respond to community feedback at DAO level)

- **Description:**

This protocol outlines how the DAO interacts with local communities, ensuring that their input and feedback are considered in mining operations. ENGAGE permission allows for active outreach, INFORM ensures transparent communication, and RESPOND enables the DAO to address community concerns and suggestions at the highest level.

Each of these protocols is defined to ensure that they contribute to the overarching goal of regenerative practices within the mining DAO, facilitating sustainable operations, community involvement, and effective governance. The use of a clear and precise protocol description language helps to standardize these processes across the DAO, ensuring clarity and consistency in implementation.

Timeline and milestones (TBD)

A critical piece in the partnership with Ubuntu is to bring a *core governance process to the DAO*. Here's a journey map:

We establish the Ubuntu DAO as an anchor DAO:

Add the core (founder) team to the DAO (mostly Ubuntu execs)

Pre-configure the DAO with basic settings & designs (and voice baseline)

Run a short workshop to go over the basics with the team

For every core team member:

Contribute with a proposal the member owns (e.g. current strategy or roadmap)

Vote and earn rewards for each contribution (e.g. in voice tokens)

Repeat until all core documents have been voted on in the DAO

Establish key functional circles in the DAO:

Marketing & Growth

Finance & Legal

Partnerships & Alliances

Miners & Stakeholders (see Venn diagram)

Invite the Hypha DAO to the Ubuntu DAO:

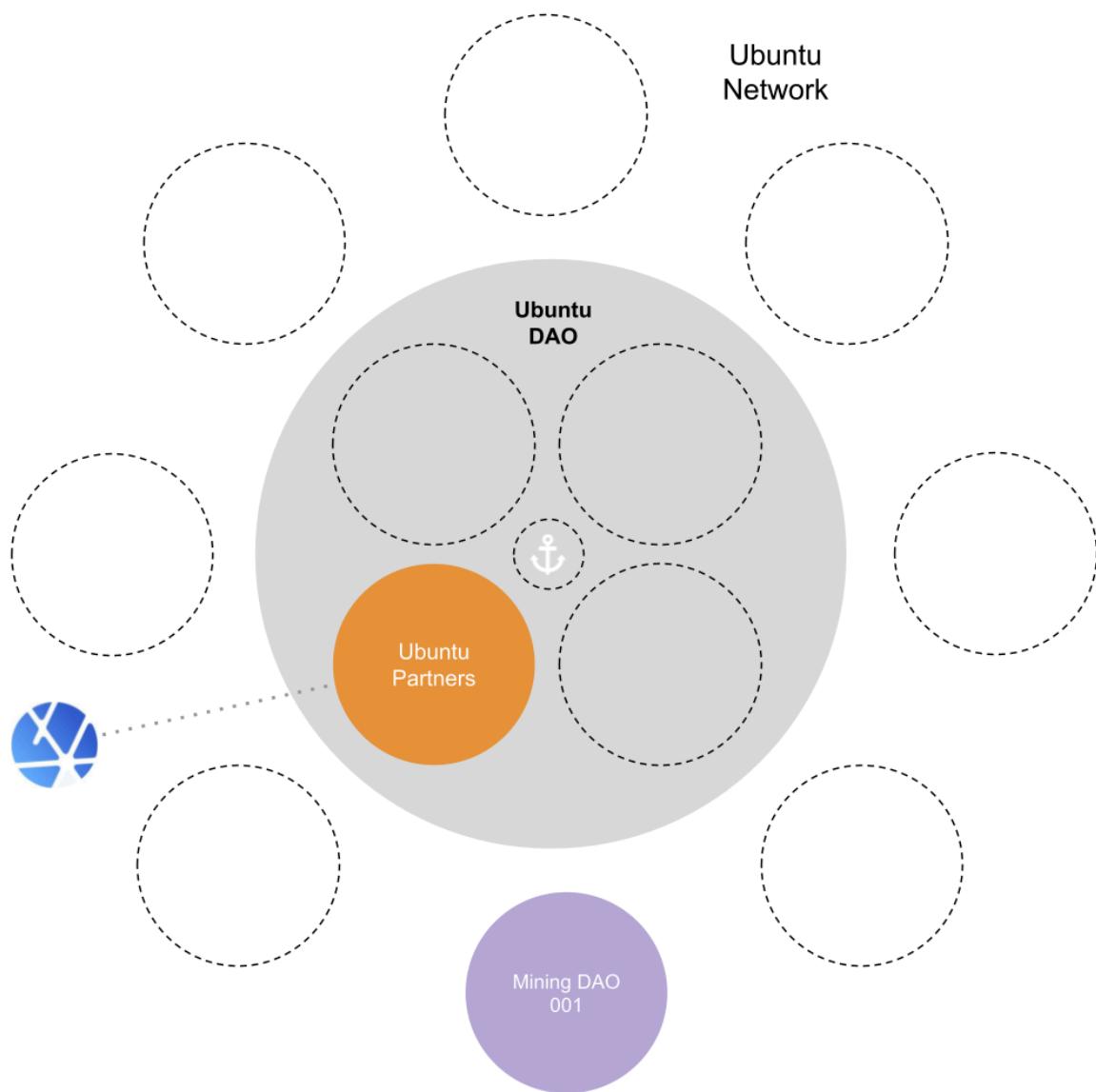
Establish a Hypha org account and apply for membership

Submit a quest (see below) on behalf of Hypha and earn rewards upon completion

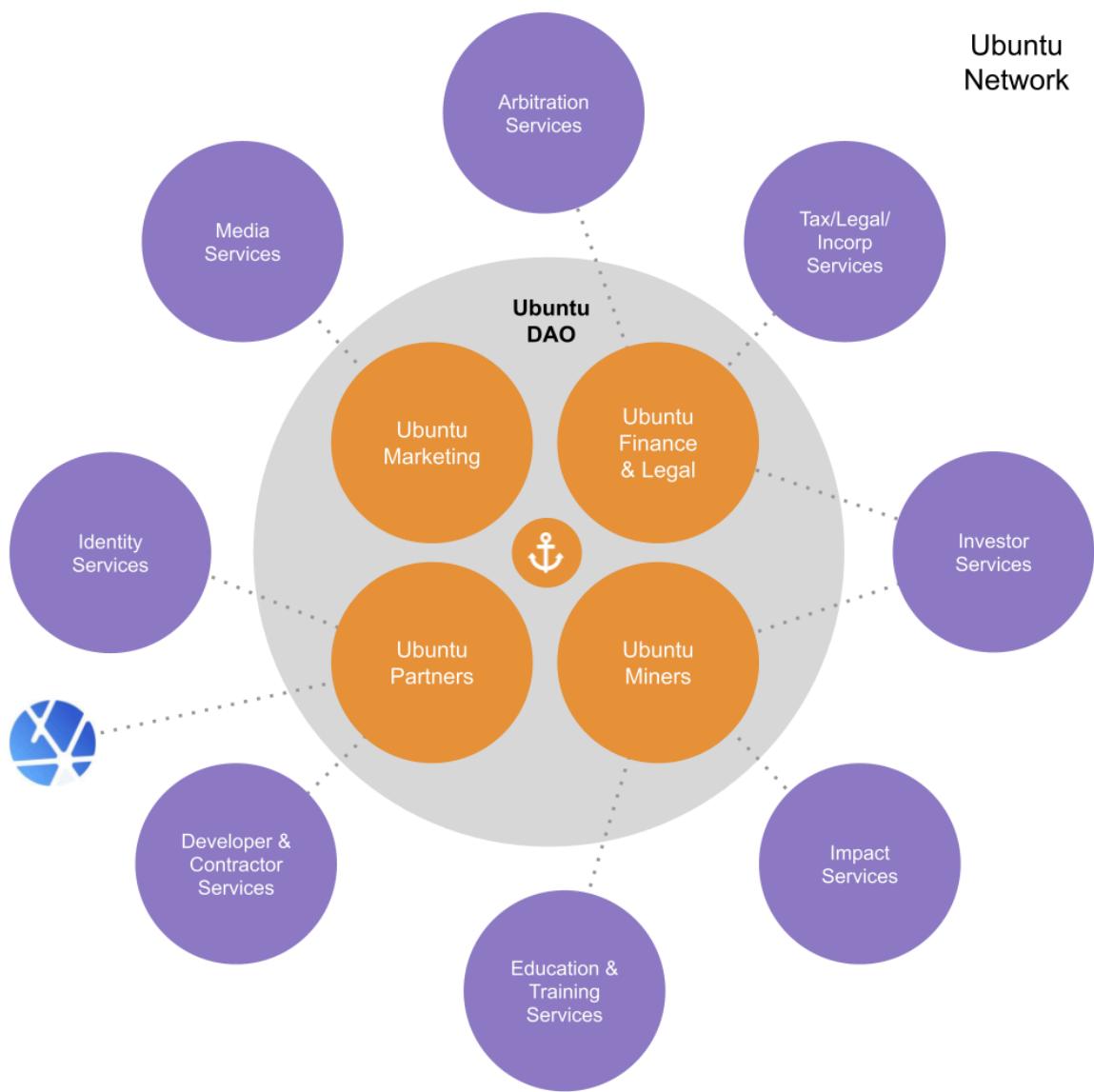
Distribute the funding to Hypha circles (product and project) and repeat



Governance is discussed in [the Bertelsmann initiative](#). We want to ensure to introduce this process in stages (see the 2 steps below) to avoid going too fast.

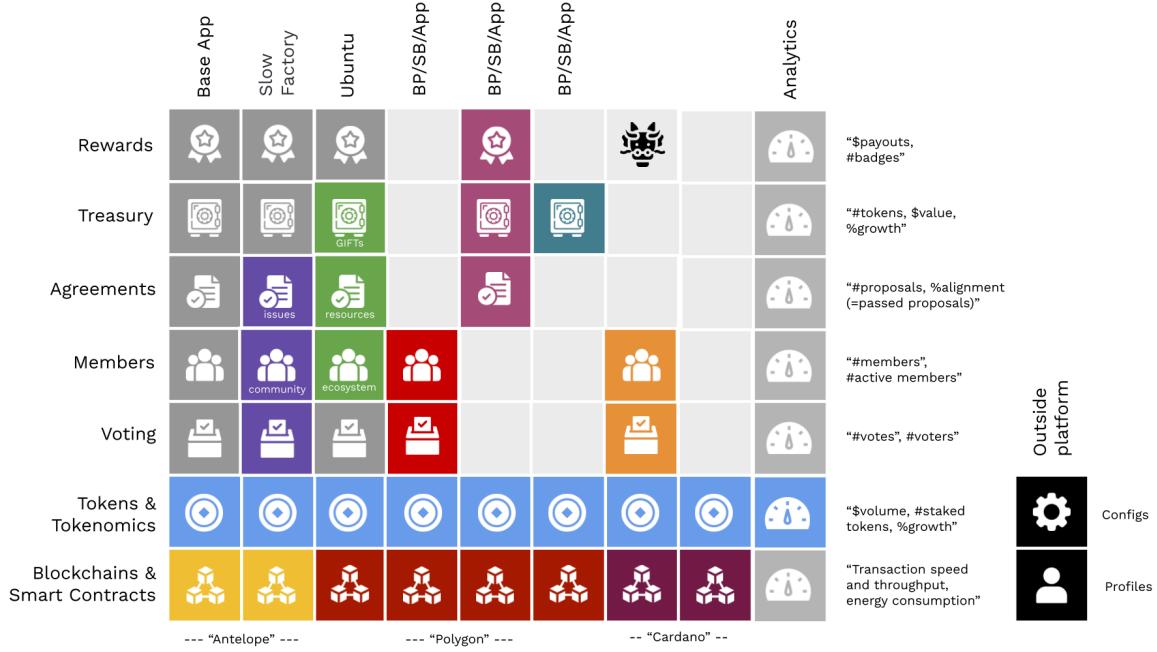


[source](#)



[source](#)

Technology



[source](#)

Architecture Quests

- Polygon / Cardano / Polkadot smart contracts (fin + tech decision)
- Tokenomics (on L1?)
- UI Builder
- Multi-currency wallet
- Ceramic/ComposeDB

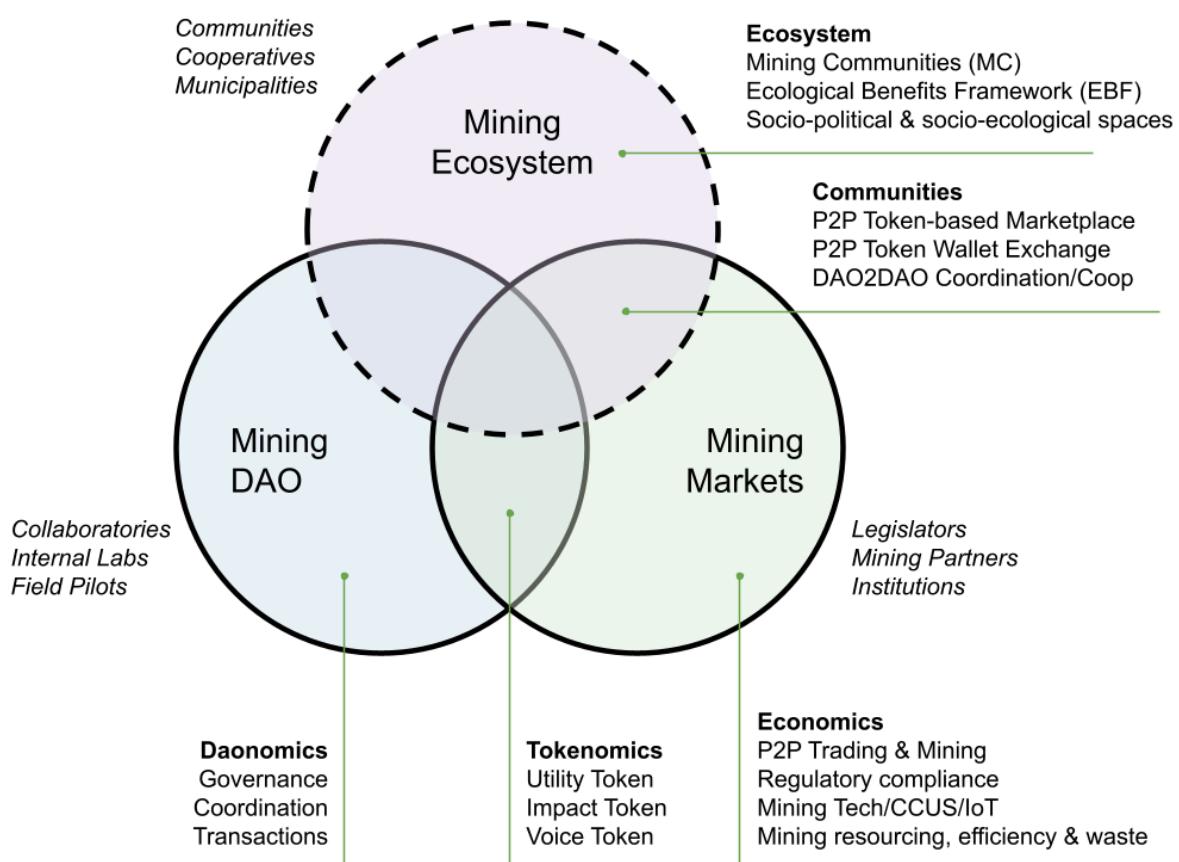
App Quests

- Treasury
- Community Membrane
- Community Proposals
- Community Governance
- Ecosystem Protocols

- Templates
- Localization

Mining DAO

The goal of the project is to create a “Mining DAO” that can be replicated for each artisanal mining community and embedded in a further ecological benefits framework (to also focus on food/water/agriculture systems). On a technical level, we need to provide the tooling to connect with the community, e.g. via a mobile app client (iOS/Android) or responsive web app.



[source](#)

Research Notes

Holistic Resource Management

For the mining sector, particularly in the context of artisanal and small-scale mining (ASM) key issues can be encapsulated in terms such as “Resource Management, Efficiency, and Environmental Impact.” This encompasses several key areas of focus:

1. **Resource Management:** In the context of mining, this refers to the optimal use of mineral resources, water, and land during the mining process. For artisanal mining, efficient resource management is crucial to maximize the extraction of valuable minerals while minimizing the depletion of these resources.
2. **Efficiency in Extraction Processes:** Efficiency for artisanal mining involves the use of techniques and practices that maximize mineral recovery while minimizing the input of labor, water, and energy. This includes the adoption of more efficient mining and processing technologies that can reduce the physical effort required by miners and increase the yield of precious minerals.
3. **Environmental Impact and Waste Reduction:** Similar to concerns about energy waste in other sectors, artisanal mining faces significant challenges related to the environmental impact of mining activities. This includes the management of mining waste (tailings), reducing the use of harmful chemicals like mercury in gold extraction, and minimizing the ecological footprint of mining activities. The focus is on reducing pollution, preventing habitat destruction, and conserving biodiversity in mining areas.
4. **Energy Use and Carbon Footprint:** Although not exclusively tied to storage, the energy use in artisanal mining pertains to the adoption of renewable energy sources where possible, improving the carbon footprint of mining operations, and utilizing energy-efficient machinery and equipment.
5. **Sustainable Practices and Rehabilitation:** Post-mining land rehabilitation and the adoption of sustainable mining practices are essential to mitigate long-term environmental impacts. This includes efforts to restore ecosystems, manage

soil erosion, and ensure that abandoned mining sites do not pose a hazard to the environment or local communities.

Addressing these areas effectively can help artisanal mining operations become more sustainable, reducing their environmental impact while improving efficiency and productivity. The goal is to balance economic benefits with environmental protection and social responsibility, ensuring that mining activities contribute positively to local development without compromising the health of the planet.

Gold as ART tokens

Europe has introduced legislation for “ART Tokens” (Asset-referenced tokens) mostly for tangible artwork. Can this token be used for Gold as a mineral asset that remains in the ground but can be extracted if requested (just like the actual artwork can be requested)?

Asset-referenced tokens (ARTs), as per the European Union’s proposed Markets in Crypto-Assets (MiCA) framework, are a type of crypto-asset that aims to maintain a stable value by referencing several currencies, commodities, or other assets. ARTs are part of a broader category of stablecoins that can be pegged to a variety of assets such as fiat currencies, other cryptocurrencies, or commodities like gold.

Regarding your specific question, if the legislation allows for asset-referenced tokens to be tied to commodities, then it could be possible to use such a token to represent ownership or a claim on gold that remains in the ground. The token would essentially act as a certificate of ownership or a claim on the physical gold, and the owner of the token could theoretically exercise their right to extract the gold if requested, subject to the terms set forth in the token’s smart contract and relevant legal and regulatory requirements.

However, it’s important to note that applying this concept to gold as a mineral asset would involve considerable logistical, regulatory, and environmental considerations.

Extracting gold is a complex process that involves mining rights, environmental regulations, and substantial operational costs, so the process of “tokenizing” gold in the ground would need to address these factors. This would be different from tokenizing ownership of a tangible artwork, which does not involve the same level of complexity in transferring the physical asset to the token holder.

The exact legal status and regulatory requirements for such an endeavor would depend on the finalized text of the MiCA legislation and the national laws of the EU member states where the gold is located. Before such a token could be issued, it would need to comply with all applicable laws, including those related to mining, commodity trading, and financial instruments.

In summary, while the concept of using ARTs for gold still in the ground is theoretically possible, it would require careful consideration of regulatory compliance, as well as practical issues related to the extraction and physical delivery of the mineral.

How will MiCA regulate commodities? What type of token is it?

The Markets in Crypto-Assets (MiCA) Regulation is a comprehensive regulatory framework introduced by the European Union to govern crypto-assets, including asset-referenced tokens (ARTs) and electronic money tokens (EMTs). The regulation aims to provide legal clarity and certainty for crypto-asset issuers and service providers, ensuring consumer protection, market integrity, and financial stability, while also fostering innovation within the sector.

MiCA categorizes crypto-assets into three main types:

1. **Asset-referenced tokens (ARTs):** These are crypto-assets that maintain a stable value by referencing a variety of assets. This could include a basket of fiat currencies, one or several commodities (like gold), other crypto-assets, or a combination thereof. An ART could, theoretically, be used for gold as a

commodity that remains in the ground, much like the tokenization of tangible artwork, provided it meets the regulatory requirements set forth by MiCA.

2. **Electronic money tokens (EMTs):** These are designed to maintain a stable value by referencing a single fiat currency. EMTs are closer to the concept of electronic money and differ from ARTs in that they are backed by a single currency rather than a basket of assets or commodities.
3. **Other crypto-assets:** This category includes crypto-assets that do not fall into the ARTs or EMTs categories, such as utility tokens or cryptocurrencies like Bitcoin.

MiCA sets out stringent rules for the issuance and operation of ARTs, including the need for issuers to be legal persons based in the EU, to obtain authorization from their home EU member state, to maintain a reserve of assets covering their liabilities towards token holders, and to establish recovery and redemption plans. Issuers must act in the best interests of token holders, provide transparent information, and be liable for damages related to incorrect information in their whitepapers.

The regulation also outlines specific requirements for crypto-asset service providers, including having an office in the EU, implementing policies for anti-money laundering, and ensuring transparency and fairness in their dealings with clients.

MiCA will become fully applicable by the end of 2024, with some titles applying from mid-2024. This regulation is seen as a pioneering legislative text and positions the EU as a leader in the regulation of the crypto market. It is expected to have a significant impact on the market for crypto-assets in the European Economic Area (EEA) and is designed to replace individual national regulations within EU member states with a unified regulatory framework.

For the detailed provisions and requirements under MiCA, interested parties should consult the official legislative text and seek legal advice to understand how it might specifically apply to their crypto-assets or services [34^{tsource}][35^{tsource}][36^{tsource}].

Coming back to gold, seeing it as a “bracelet” it is clearly a work of art, a unique asset. Can gold be seen as a unique asset as well if it remains in the ground?

E.g. a unique location or “certification” of where the mineral exists in the ground (via some 3D visualization).

In the context of asset tokenization and classification under regulatory frameworks like the EU’s MiCA, gold in the ground could potentially be seen as a unique asset if it is distinctly identified and has specific characteristics that differentiate it from other gold deposits. For instance, gold from a particular mine might have unique qualities or a distinct composition that sets it apart, or the mine itself might have historical or cultural significance.

The uniqueness of a gold deposit could be certified through geological surveys, historical records, or other forms of documentation that prove its distinctiveness. A 3D visualization of the gold deposit could serve to enhance its uniqueness by providing a detailed representation of where exactly the mineral exists, the quality of the deposit, and other unique geographical or geological features.

Under MiCA, non-fungible tokens (NFTs) are typically not covered unless they exhibit characteristics that make them similar to other regulated crypto-assets. If gold in the ground is tokenized in such a way that each token represents a unique, specific part of the deposit, with its own ‘certificate’ of authenticity and distinct characteristics, it could theoretically be treated as a unique asset, much like a piece of art.

However, practical and regulatory considerations would be substantial. Tokenizing gold as an asset while it is still in the ground would involve not only the proof of its uniqueness but also ensuring that the rights to extract, the environmental considerations, the operational planning, and the legal entitlements are all clearly defined and adhered to. Tokenization in this manner would likely require a complex arrangement to ensure that all stakeholders’ rights and obligations are met and that the token truly represents the value and uniqueness of the underlying asset.

For specific applications and to understand how such an approach to gold tokenization would fit within the MiCA framework or any other regulatory environment, it would be advisable to consult with legal experts and financial regulators.

Are there other examples how tokenized commodities are regulated today?

Tokenized commodities are an emerging field in the blockchain and investment sectors, where real-world commodities are digitized and represented as tokens on a blockchain. These tokenized assets can then be traded on various platforms, providing a range of benefits like increased liquidity, transparency, and accessibility to global markets. Examples of tokenized commodities include gold, oil, natural gas, and agricultural products.

One example of tokenized commodities is Bananacoin, where tokens are pegged to the export price of 1 kg of bananas. In the energy sector, PowerLedger tokens are backed by renewable energy from the sun. The Venezuelan government issued El Petro, a cryptocurrency pegged to their oil reserves. In the precious metals space, the Gold & Silver Standard are ERC-20 tokens created by an Australian-based regulated bullion provider, with each token representing a certain amount of gold or silver (MRHB Network).

In the agricultural sector, e-Grains became the first company to offer tokenized agro commodities, with tokens backed by the economic rights on agricultural commodities like soy. This was made possible through a license from the National Council for the Administration of Digital Assets in El Salvador, enabling e-Grains to issue tokens in a regulated manner (Chainwire).

For precious metals like gold and silver, the tokenization process involves mining and refining, followed by evaluation and branding, with the metals being stored or traded by bullion banks. This process can now be tokenized, allowing for continuous and universal trading, much like trading cryptocurrencies (LCX).

It is important to note that while the tokenization of commodities offers many advantages, such as 24/7 trading and fractional ownership, it also poses regulatory challenges. The global nature of digital assets has caught the attention of governments and regulatory authorities worldwide, and there is ongoing debate and development regarding the legal frameworks that should guide these processes.

As the market for tokenized commodities grows, it will likely continue to attract regulatory attention to ensure the safety and stability of the digital asset marketplace. Investors interested in tokenized commodities should keep abreast of the evolving regulatory landscape to make informed decisions.

Indigenous governance protocols in Africa

What is a traditional indigenous way of voting in Africa and how can that be done with a DAO?

In Africa, traditional indigenous ways of voting and decision-making vary widely across different cultures and communities. One common method is consensus decision-making, which is found in various forms among indigenous groups. This process, often referred to as the “African Palaver,” seeks to reach a decision that is agreeable to all members of the group. It involves extensive discussion and deliberation, where every member’s opinion is heard and considered. The aim is not to have winners or losers but to reach a decision that reflects the collective wisdom and meets the acceptance of the entire community.

In some communities, elders or council members may have more significant influence or the final say, but this is usually after a thorough communal discussion. The process is generally characterized by the principles of unity, inclusivity, and the pursuit of harmony.

Translating this into a DAO framework would require adopting a consensus-based governance model. Here’s how it could be structured:

1. **Proposal Submission:** Any member can submit a proposal, but it may require endorsements from several other members to be considered for deliberation, reflecting the communal nature of the decision-making process.
2. **Deliberation Period:** After submission, there would be a designated period for discussion, where every member can contribute their thoughts, concerns, and suggestions. This could be facilitated through forums, chats, or virtual meetings.
3. **Consensus Seeking:** Instead of a simple majority vote, the DAO would employ a consensus mechanism. This could mean that a proposal only passes if it achieves a supermajority threshold or if opposition falls below a certain minimal percentage.
4. **Role of Elders/Council:** If the DAO wants to replicate the influence of elders or a council, it could have a smaller group of highly trusted and respected members who can provide guidance or have the power to veto decisions that are not in the community's best interest.
5. **Conflict Resolution:** In case of disagreements, the protocol would have a structured mediation process, perhaps involving a randomly selected group of members to deliberate and propose a solution.
6. **Finalization:** Decisions reached through consensus would be recorded on the blockchain, ensuring transparency and immutability.
7. **Revisiting Decisions:** There would be a protocol for revisiting and potentially reversing decisions if new information or circumstances arise, reflecting the fluid and adaptive nature of traditional African decision-making.
8. **Cultural Integration:** The DAO could incorporate cultural elements, such as traditional African symbols or naming conventions, to reflect its commitment to indigenous practices.

Implementing such a model in a DAO would require careful coding of smart contracts to ensure the decision-making process is executed as designed. It would also necessitate a cultural shift for members who might be used to more adversarial or

competitive forms of governance. The key challenge would be balancing the efficiency often associated with DAOs and the sometimes lengthy process of consensus decision-making that is central to many African indigenous systems.

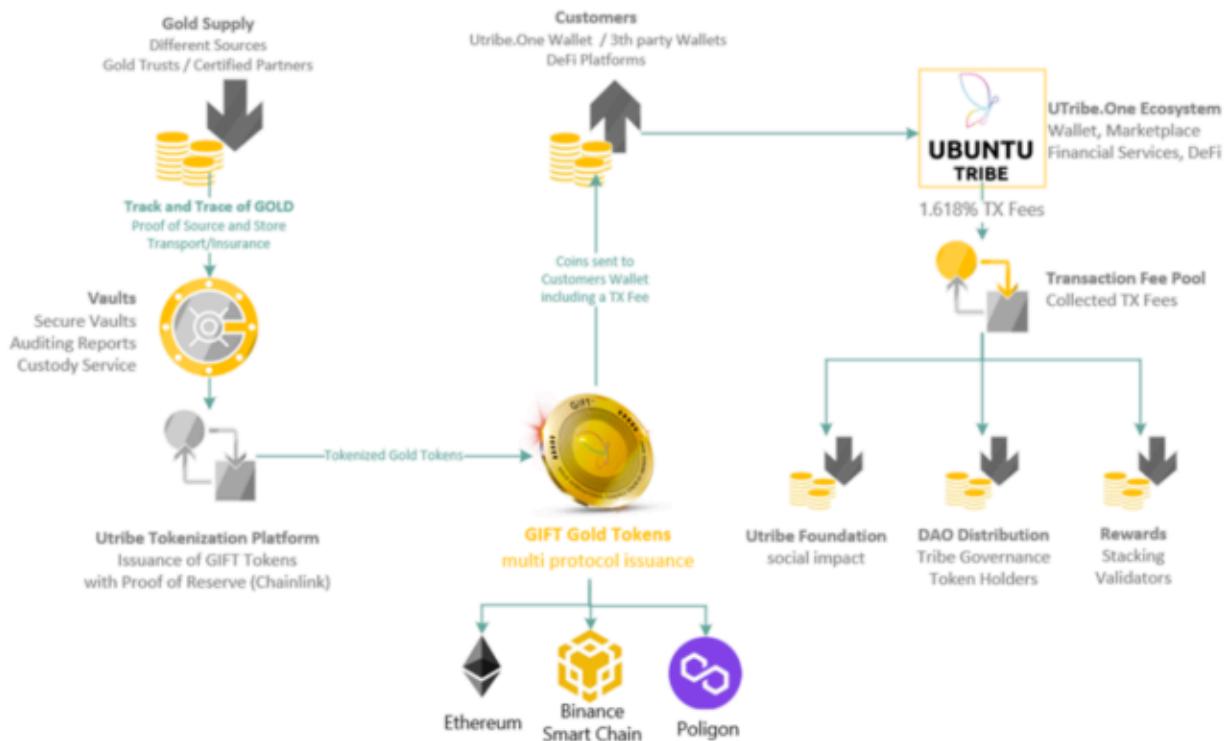
In many traditional African societies, physical artifacts can play an important role in decision-making processes. These artifacts, often imbued with cultural and symbolic significance, can include:

1. Talking Sticks: A symbolic object passed around to grant the holder the right to speak, ensuring everyone has an opportunity to be heard.
2. Drums or Gongs: Used to call meetings to order or signal important points in a discussion or decision.
3. Kola Nuts: Often used in West Africa as a symbol of hospitality and unity, they may be shared before, during, or after meetings to signify consensus or to welcome participants into the dialogue.
4. Thrones or Seats of Authority: Special seats for elders or leaders that symbolize their authority and the respect accorded to their wisdom.
5. Masks and Regalia: Worn during certain decision-making processes, especially when these are tied to spiritual or religious practices.
6. Divination Tools: In some cultures, diviners may be consulted, and tools like cowrie shells, bones, or other items may be used to seek guidance from ancestors or deities before making a decision.
7. Tokens of Agreement: Objects like beads, bracelets, or staffs might be exchanged as tokens of agreement or to signify a contract or promise.

The challenge lies in capturing the essence and symbolism of these artifacts in a digital format that respects their cultural significance while providing functional utility within the DAO's operations.

Other Notes

- Mamadou has a clear objective - activate a decentralized & regenerative supply chain in the kingdom with artisanal mining at the core and various stakeholders at the periphery ("highly aligned partners")
- Ishmael has an additional scope in mind around food/water/election systems, which can be embedded into a wider ecosystem strategy (see Venn)
- security is a major concern, but more in terms of maintaining a level of order and control, less on anti-corruption (naturally, since this is a new start)
- a common denominator is "storytelling", something I have been advocating for as well, that is a good starting point even without having the DAO activated yet, so are the "pieces of the elephant" (roles, governance etc) to simplify and broaden the adoption of such a platform in the kingdom
- what is new and interesting is to unify artisanal miners around a regenerative goal and keeping them away from the big extractive guys (either they are too small for them or too expensive/remote I can guess)
- I can see the appeal on <https://utribe.one/gold-journey/> to mine gold and then use it to back up the token: the more you "mine" (literally) the more tokens there are in circulation (virtuous cycle and economic flywheel)
- lastly we had similar discussions a while back on [Kingdom of Kush](#) and [KulaDAO](#)



source

Related

- **Seratio - The Centre for Citizenship, Enterprise and Governance** is the world's leading think tank on the movement of value. Established in the UK with academic networks across Europe, Asia and Americas, we have developed a vision for a Circular Economy based on Values.
- <https://notepad.hypha.earth/2Cs5P1eTQGCbPU7IboKRGw?view#Stakeholder-Analysis>
- <https://www.boreal-is.com/data/uploads/2022/08/Case-study-Yamana.pdf>
- <https://www.r3-0.org/blueprint-zero/>
- <https://hakimadinikenya.or.ke/>



Hypha x Ubuntu (Kenya Pilot Data)

Purpose

This document collects data about the ASM sector in Kenya, the basic needs on artisanal miners, and essential steps for the Ubuntu project. Key validators for this data are [Velma Krop](#) and [Sirungai Allen Kakai](#).

 Here is a [commentable version on GDocs](#); you can also edit this document directly if you are familiar with Markdown (click on the Edit icon).

Questionnaire (Velma and Kakai)

Data Gathering

[Validate ASM Stakeholder Analysis](#)

[Confirm ASM Sector Data](#)

[Improve on ASM Community Data](#)

[Add to ASM Regulatory Data](#)

Artisanal Miners

[Confirm Basic Needs Analysis](#)

[Confirm Interface for Operations](#)

[Confirm Artisanal Miner Rights](#)

Artisanal Mining Services (Ubuntu?)

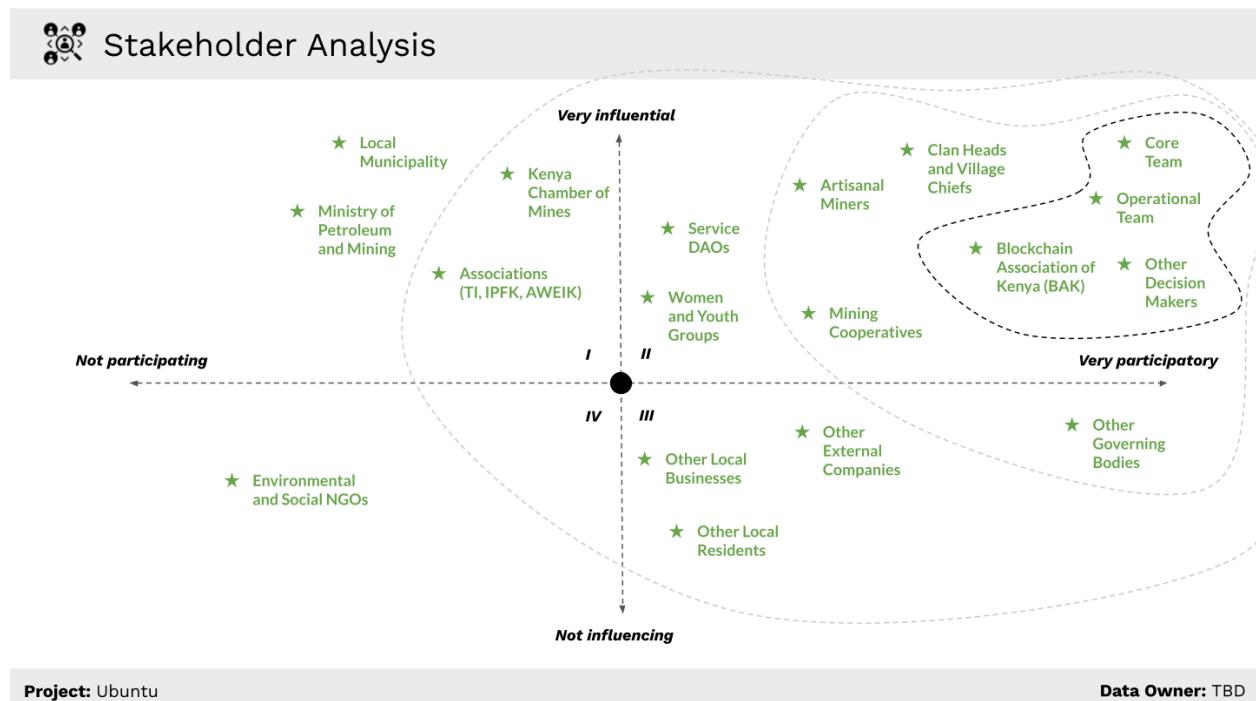
[Refine List of Artisanal Mining Services](#)

[Develop process to become “Gold Aggregator”](#)

[Obtain Gold Dealer License](#)

Explore Liquidity and Financing Options

ASM Stakeholder Analysis



source

- Local and national government agencies
 - [Ministry of Petroleum and Mining](#)
 - [Kenya Chamber of Mines](#)
- Associations
 - [Blockchain Association of Kenya \(BAK\) \(website\)](#)
 - [Transparency International - Kenya \(TI\)](#)
 - [Association of Women in Mining and Extractives in Kenya \(AWEIK\)](#)
 - [The Institute of Public Finance Kenya \(IPFK\)](#)

ASM Sector Data

Artisanal and Small-Scale Mining (ASM) in Kenya is a significant sector for employment and contributes notably to the country's GDP. In 2015, approximately 800,000 Kenyans were dependent on the ASM sector, which represented about 1.7% of the population and contributed 0.8% to the GDP. The sector employs a substantial number of people across various segments, with non-metallic and construction minerals sectors employing about 90,000 people. The gold mining sector provides employment for around 40,000 Kenyans, and the gemstone sector employs approximately 30,000 miners. This data indicates that ASM is a primary livelihood for roughly 140,000 ASM miners in Kenya. The sector not only offers significant employment opportunities but also plays a critical role in poverty reduction and rural development.

Despite its contribution to the economy, the ASM sector in Kenya faces challenges such as gender disparity in income and employment, environmental and health risks, especially from mercury use in gold extraction, and water scarcity issues in some mining areas. The Kenyan government has recognized the potential of the ASM sector and aims to increase the mining sector's contribution to GDP to 10% by 2030 through value addition and policy implementation.

For detailed insights, the study conducted by Pact with support from the U.K. Department for International Development (DFID) and the Alliance for Responsible Mining (ARM) offers a comprehensive look at the economic contributions of the ASM sector in Kenya. Additionally, Delve provides an overview of the ASM's economic role in Kenya, emphasizing the sector's significance for employment and its substantial contribution to the country's GDP.

Source:

[**Economic Contributions of Artisanal and Small-Scale Mining in Kenya: Gold and Gemstones**](#)

[**The economic contributions of artisanal and small-scale mining in Kenya: Gold and gemstones**](#)

ASM Community Data

Artisanal mining communities in Kenya, as in many other parts of the world, often have complex structures shaped by local customs, economic conditions, and national regulations. The structure of these communities and the key stakeholders can vary, but typically include several common elements.

1. **Clan Heads and Village Chiefs:** In many artisanal mining areas, traditional authority figures like clan heads and village chiefs play a significant role. They may be involved in allocating land for mining, resolving disputes within the community, and liaising with external entities such as the government or NGOs.
2. **Miners and Mining Cooperatives:** Individual miners often work in groups or form cooperatives to pool resources and share costs. These cooperatives can provide a platform for negotiating better terms for the sale of minerals, purchasing equipment, and advocating for miners' rights.
3. **Women and Youth Groups:** Women and young people are key stakeholders in artisanal mining communities. Women, in particular, may engage in ancillary activities such as selling food and goods to miners. Youth groups might be involved in actual mining activities or in related businesses.
4. **Local Entrepreneurs:** These include individuals or businesses that supply goods and services to the mining community, such as equipment leasing, transportation, and processing facilities.
5. **Environmental and Social NGOs:** Non-governmental organizations focused on environmental conservation and social issues often work in artisanal mining areas to promote sustainable practices and address challenges like child labor and health and safety.

ASM Regulatory Data

Kenya's regulatory framework for artisanal and small-scale mining (ASM) is evolving to better support and formalize the sector. Key elements include:

1. **Mining Act:** The Mining Act of 2016 provides the legal backbone for mining operations in Kenya, including ASM. It outlines the rights and responsibilities of miners, the allocation of mining licenses, and the governance of mining activities. Pay special attention to the [Regulatory Framework and Supervision](#) section.
2. **County Governments:** Counties in Kenya have a role in regulating artisanal mining within their jurisdictions, including issuing permits, monitoring environmental impacts, and supporting community development initiatives.
3. **National Environmental Management Authority (NEMA):** NEMA oversees environmental protection and ensures that mining activities comply with national environmental standards.
4. **Ministry of Mining:** This is the primary regulatory body for the mining sector in Kenya, responsible for formulating policies, issuing licenses, and promoting sustainable development in mining.

Artisanal Miners

Basic needs

The Artisanal and Small-Scale Mining (ASM) community in Kenya faces several core needs to improve its sustainability and security, reflecting broader challenges in the sector globally. Financing is a significant issue, with little to no dedicated funding available for mining activities, as most financial resources are directed towards agriculture. This lack of financial support affects not just the operations themselves but also the ability to invest in necessary equipment and safety measures.

Regeneration and social responsibility, including corporate responsibility, are essential for the sustainability of ASM operations. Efforts to formalize ASM operations are seen as critical to gaining legal recognition, which can help in accessing financial products, training, and support for acquiring mining tools, equipment, and personal safety gear.

Formalization would also facilitate a better structure for community development and engagement, addressing social responsibilities more effectively.

Self-sustainability is another crucial need, with ASM operators emphasizing the importance of being able to operate independently without relying on external help. This includes acquiring knowledge and resources to manage mining operations, adhere to safety standards, and market their minerals effectively. The sector seeks to enhance its capability in various aspects of mining, including technical expertise, market access, and environmental management.

Security and safe access to markets represent a further significant concern. The ASM sector faces challenges related to market access, especially in the wake of the COVID-19 pandemic, which has severely impacted the ability to sell minerals both locally and internationally. There's a specific need for support in connecting to markets that offer fair prices and ensure that miners, particularly women, receive a fair share of the revenues from their labor. Strategies to address gender-based violence and discrimination in the sector are also crucial for creating a safer and more inclusive working environment.

Overall, addressing these core needs requires a multi-faceted approach involving government recognition and support, financial assistance, training, and market access initiatives. Collaboration between ASM operators, government bodies, financial institutions, and other stakeholders in the mining industry is essential to drive forward improvements that can benefit the entire ASM community in Kenya.

Sources:

[**Impacts of Covid-19 on ASM Operations in Kenya**](#)

[**From Mine to Market, Journey of ASM Women Miners in Kenya**](#)

Interface for Operations

Artisanal miners interface with various entities to run their operations:

- **Government Agencies:** For licenses, environmental assessments, and compliance with labor laws.
- **Market Buyers and Traders:** For selling mined minerals, often at local or regional markets.
- **Financial Institutions and Microfinance:** For accessing credit and financial services.
- **Technical Assistance Providers:** For training and support in improving mining techniques and environmental management.

Artisanal Mining Services

1. **Application Process:** Individuals or groups interested in artisanal mining must apply for a mining license through the Ministry of Petroleum and Mining. This process involves submitting detailed information about the proposed mining area, the type of minerals to be mined, and plans for environmental management and community engagement.
2. **Artisanal Mining Permit:** This is a specific type of license aimed at small-scale miners. It grants the holder the right to mine in a designated area for a specified period, usually up to two years with the possibility of renewal. The permit covers only low-value minerals unless specified otherwise.
3. **Environmental Impact Assessment (EIA):** Before a license is granted, the applicant may be required to conduct an EIA and submit the report to the National Environmental Management Authority (NEMA). The EIA assesses the potential environmental impacts of the mining project and proposes measures to mitigate these impacts.
4. **Gold aggregators:** Gold aggregators play a critical role in the ASM sector, acting as intermediaries between small-scale miners and the broader market. To operate, aggregators need a Gold Dealer License, which is issued by the Ministry of Mining. The roles and responsibilities include:

1. **Aggregation:** Aggregators purchase gold from individual artisanal miners and small-scale mining operations. This role is crucial in areas where miners have limited access to direct markets.
2. **Compliance and Due Diligence:** They are responsible for ensuring that the gold they purchase is sourced from legal and ethical mining operations. This includes conducting due diligence to avoid gold that may be associated with conflict, child labor, or environmental violations.
3. **Export:** Aggregators often take on the role of exporting gold on behalf of small-scale miners. They navigate the export license process, including the verification of legal and responsible sourcing.
4. **Market Access:** By consolidating gold from various sources, aggregators can access larger, more lucrative markets that individual miners cannot. This includes international markets where the demand and prices for gold can be higher.
5. **Liquidity and Financing:** In some cases, aggregators provide upfront payments to miners for their gold, offering much-needed liquidity to small-scale operations. They may also offer financing for mining equipment and operations.

The regulatory environment and the roles of various stakeholders in the ASM sector are designed to create a more organized, sustainable, and economically beneficial mining industry in Kenya. However, challenges such as ensuring compliance with environmental and labor standards, access to capital, and navigating the regulatory landscape remain significant hurdles for many involved in ASM.



The DAO Atlas

Guide to Regenerative Mining in Kenya



UBUNTU
TRIBE

Hypha

Fostering Prosperity in Artisanal Mining Communities
through Stewardship and Web3 Innovation

May 2024

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Gold Mine DAO Concept

The proposed DAO offers a regenerative model for gold mining, integrating blockchain technology to establish transparency and accountability. By providing communities with programmable, uncensorable, fraud-resistant, and transparent treasury and governance tools, the DAO ensures that members retain shared control, enhancing trust and inclusivity within the ecosystem. Additionally, it facilitates decentralized

governance, empowering communities to govern membership, issue unique governance abilities, and create referendums to modify protocols while maintaining an immutable record of governance decisions. Hypha DAO's Open Source Decentralised Human Organization (DHO) technology not only simplifies the process of establishing the DAO from scratch but also fosters hyper-local impact projects, enabling communities to shape their own destinies autonomously.

Go-To-Market Strategy

Our go-to-market blueprint focuses on engaging two primary target audiences: the local community and delegation stakeholders. The local community encompasses small-scale artisanal miners, whose livelihoods stand to benefit from our transparent and ethical mining practices. Meanwhile, delegation stakeholders consist of DAO members, the operational team, and the hyper-local community of low-mechanized artisanal mines. Through strategic engagement with these stakeholders, we aim to build a network of support and collaboration, ensuring alignment with our mission of fostering responsible mining practices and community empowerment.

Unique Value Proposition

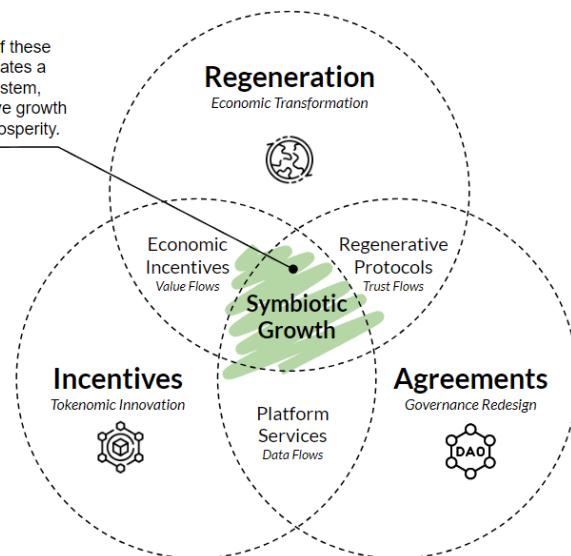
For a "Regenerative Mining" project to be successful, we need to innovate in the way mining operations are traditionally run, integrating new technologies, community engagement, and environmental protection measures into its core. The DAO is instrumental in managing operations, facilitating research, and promoting sustainable practices, while the tokenomics structure could incentivize and reward sustainable behaviors and enable the community to invest in the project's success. The central value propositions of trust, data integrity, and equitable value flow are critical to aligning the incentives of all stakeholders with the regenerative goals of the project.

Regeneration (Economics)
Integrates sustainable practices into mining protocols, emphasizing holistic resource allocation and positive socio-ecological impact.

Incentives (Tokenomics)
Emphasizes the reward systems and economic incentives that encourage participation and growth within the platform.

Agreements (Daonomics)
Encompasses all the technical and operational rules and mechanisms that facilitate secure, efficient, and fair interactions within the ecosystem.

The synergy of these domains cultivates a resilient ecosystem, driving adaptive growth and shared prosperity.



Unique Feature Highlights

- Hyper-local impact initiatives tailored to artisanal mining communities, directly empowering small-scale miners through ethical practices.
- 3D/VR replica of the mine offers an immersive and comprehensive view of mining operations, providing detailed insights into the process
- Emotionally compelling video content documenting on-the-ground impact.

Core Principles

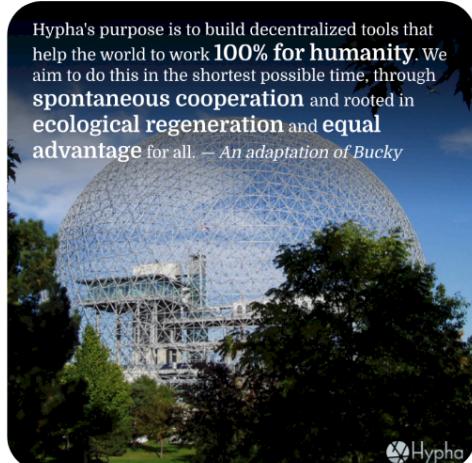
- Inclusivity & Accessibility: Ensuring easy accessibility, including considerations for UI/UX accessibility, and fostering broad community involvement, with a focus on accommodating the diverse needs of stakeholders within the African context.
- Scalability: Supporting the ability of the DAO to grow and handle increased demand or complexity over time, while also considering the unique challenges and opportunities present in African markets.

- **Collaboration:** Encouraging cooperative efforts and partnerships both within and outside the DAO to enhance innovation, knowledge sharing, and collective problem-solving.
- **Transparency:** Promoting open access to information and active involvement in decision-making processes.
- **Security:** Implementing robust measures to safeguard against harmful attacks or unauthorized modifications within the DAO.
- **Flexibility:** Facilitating adaptability and expansion in response to the development of the DAO and its ecosystem.

Unique Purpose Alignment

- ❖ We promote fair, ethical and sustainable mining extraction.
- ❖ We aim to empower local mining communities by supplying win-win financing mechanisms to artisanal and small-scale mining communities.
- ❖ We believe in uplifting the collective, which is why we sow back 10% of G.I.F.T (Gold International Fungible Token) transaction fees to social impact initiatives.
- ❖ With our unique mercury free gold yield-enhancing technology, we will improve suppliers' production and protect the environment.

X



Benefits Analysis

Stakeholder Benefits

- **Inclusivity promoted with tokenized ownership**
- **Decentralized decision-making for community empowerment**
- **Transparent treasury management for shared control and collaboration**
- **Investment in machinery for efficiency**

- Holistic resource management for sustainability

UTRIBE Benefits

- GIFT trading volume
- Demonstrated track record of success sustainable supply chain management
- Improved governance for better coordination
- Simplified organization setup via the DHO
- Showcasing XR abilities
- DAO Widget for the Super App
- Promotion for increased brand visibility

Value Flow Generation & Sharing

- Lending products/Asset Management (collateralize GIFT)
- Liquidity Provision
- Gold discount + trading fees
- Partnerships + Sponsorships
- Consulting and Services
- Staking
- Transaction Micro-Fees (Ubuntu wallet)
- Unique data-sets

Incentive System

- Play 2 Earn Quests
- Cooperative Society/Trade Union
- Partnerships with credible companies
- Mercury-free machinery
- Fair price (less middle-men)
- Provenance (Trickle down to community)

Data Analysis

Sector Analysis

The Mining sector in Kenya contributes less than 1% in Kenya but is targeted to contribute 10% in the coming years. The artisanal and small-scale mining (ASM) sector in Kenya is a vital component of the country's economy, contributing significantly to the national GDP, with the gold sector alone adding \$224 million in 2022. This sector employs around 250,000 miners, including 40% women, supporting over 800,000 livelihoods. There is a high potential for growth in the industry because (1) Most of the gold extraction and trade happens informally and has not been documented, (2) Gold output is low because of methods used, (3) Exploration is generally low due to lack of investment in the sector.

Despite its importance, challenges like crime, environmental degradation, and health hazards are prevalent when ASM operates informally. The Kenyan government has taken steps to address these issues through reforms outlined in [the Mining Act of 2016](#), aiming to legalize artisanal miners, enhance transparency, and introduce community development agreements. The Mining Act 2016 Provides the sector's legal and regulatory framework for prospecting, mining, processing, refining, treatment, transport and any dealings in minerals and offers licenses regarding the same.

The value chain of ASM in Kenya involves miners using basic tools to extract minerals like gold and gemstones through manual labor. The common mining practices include both alluvial and hard rock mining, and the processing of gold follows a conventional method involving several steps highlighted in this document. Although the ministry of Environment under the Kenya government signed the Minamata Convention to #makemercuryHistory and formulated the National Action Plan for ASM, the use of mercury in gold processing is still prevalent in most ASM sites.

The Gold market in Kenya is informal and there is a need for Market Access. The Mining Ministry under the Kenyan government aims to form a Gold Trading Platform

Initiative and the expected establishment of national gold trading will create secure, transparent, and efficient trading systems and promote the buying and selling of responsibly produced gold products at internationally acceptable prices. However, since the gold is traded informally this is never reported in government statistics thus the need to formalize the ASM sector.

Key stakeholders in Kenya's ASM sector include the national government for policy-making, regional governments overseeing operations, local communities impacted by mining activities, and mining-related associations advocating for industry standards. These stakeholders play crucial roles in formalizing the sector and promoting sustainable practices. Also, these stakeholders document strategic plans for progressing the industry, such as the National Action Plan.

The [National Action Plan for Artisanal and Small-Scale Gold Mining](#) in Kenya aims to achieve the formalization of the Artisanal and Small-Scale Gold Mining (ASGM) sector in Kenya by the year 2022 while ensuring that sustainable mining and mercury-free processing are promoted. The key strategies in the plan include promoting access to mercury-free technologies, training and education on efficient mining and mercury-free processing, the establishment of central facilities for processing, formulation of friendly regulations targeting ASGM, public-private partnerships for mining financing, providing access to capital and loans, and the establishment of a national gold trading platform. The overall objective of the plan is to improve the economic, social, and environmental benefits that accrue from the mining sector in Kenya while promoting sustainable development.

Stakeholder Analysis

Entities in the Kenya gold mining sector can be categorized by national and regional government, local and hyperlocal community, associations, DFI/NGOs and the private sector. Entities in Kenya form a top-down structure with the following hierarchy:

- National Government

- **Regional Director of Mines (several counties)**
- **AMC (County Specific)**
- **ASMAK (National, non-governmental)**
- **CMA (County)**
- **Cooperatives (Local)**
- **Self Help Groups (Hyperlocal)**

National Government

- **Ministry of Mining, Blue Economy and Maritime Affairs-** Responsible for policy formulation, regulation, and oversight of the mining sector in Kenya.
- **State department of Mining Provides leadership in the management of the extractives sector in the Country.** The mandate includes development of mining and mining policies, Inventory and Mapping of mineral resources and building capacity for effective management of programmes and projects in the mining sector.
- **Kenya Mining Cadastre Portal Manages mining rights and licenses at the national level.**
- **National Mining Corporation (NAIMCO) is the investment arm of the national government in respect to minerals with powers to;** Engage in mineral prospecting and mining and any other related activities, invest on behalf of the national government. Acquire by agreement or hold interests in any undertaking, enterprise or project associated with exploration, prospecting and mining.
- **National Geodata Centre for Kenya:** one- stop-shop for geoscientific data and information for the country.
- **Kenya Revenue Authority (KRA) - Oversees taxation and revenue collection from gold mining activities.**
- **Ministry of Environment, Climate Change and Forestry - Responsible for environmental regulation and oversight, including environmental impact assessments for mining projects, which are crucial in the gold mining sector.**

- **PlanetGOLD** The planetGOLD Kenya project is implemented by the United Nations Development Programme (UNDP) in partnership with the Ministry of Environment, Climate Change and Forestry in aim for Supporting the adoption of mercury-free technologies for a safer environment and better livelihoods.
Goals: Support formalization of the ASGM sector, help miners access financing for mercury-free technologies, provide technical assistance and training on alternative technologies, raise awareness and disseminate best practices.
- **The National Environment Management Authority (NEMA)** is established under the Environmental Management and Co-ordination Act No. 8 of 1999 (EMCA) as the principal instrument of Government for implementing all environmental policies.
- **Ministry of Co-operatives and Micro, Small and Medium Enterprises** - Promotion of sustainable co-operative movement through capacity building and provision of appropriate policy, legal and institutional framework
- **State Department for Co-operatives** Goal is to pursue both economic viability and social responsibilities. Corporatives are Governed by the 5 pillars: Participation, sustainability, identity, capital and legal framework. The International Co-Operative Alliance (ACA) Provides this blueprint.
- **State department for Micro and small, Medium Entrprises**
- **Ministry of Trade, Investment and Industry** Facilitates an accelerated growth of the Investments, trade and industrial sectors through provision of an enabling policy, legal and institutional framework.

Artisanal Mining Committee (AMC)

After the Mining Act 2016, the AMC committee was formed to issue licensing and permits to miners. They check and approve applications submitted to the Mining cadastre portal. It is Made up of 8 members

- **Chairperson**, appointed by the Governor of the County (1)
- **Members are elected by Miners** (3)

- **Regional Director of Mines (1)**
- **NEMA county officer (1)**
- **Officer of Forest (1) * to be confirmed**
- **Officer of Water (1) * to be confirmed**

Regional Government

- **County Government of Migori -** Migori County is known for its significant gold mining activities, and the county government plays a role in regulation and local development.
- **County Government of Kakamega -** Another region with gold mining activities where the county government is involved in regulation and community development initiatives.

Hyper-local Community

- **Artisanal and Small-scale Miners (ASMs)** - Individuals and small groups involved in informal gold mining activities at a local level.
- **Community-Based Organizations (CBOs)** - Groups formed within mining communities to address local issues and advocate for community interests.
- **Traditional Leaders** - Chiefs and elders in mining communities often play significant roles in mediating conflicts, managing resources, and representing community interests in negotiations with mining companies.
- **Community population**
- **Miners**
- **Churches/Priests**
- **Gold Trade establishments**
- **Gangs**

Associations

- **Association of Women in Extractives Kenya (AWEIK)** - Focuses on promoting gender equality and women's participation in the mining sector, including gold mining.
- **Kenya Association of Manufacturers (KAM)** - Represents the interests of manufacturing companies in Kenya, including those involved in supplying equipment and services to the mining sector, which may include gold mining.
- **Artisanal and Small-Scale Miners Association of Kenya (ASMAK)** Founded in January 2023, this is the hub for artisanal and small- scale mining in Kenya. It is a non-profit and non-political organization dedicated to representing and elevating artisanal small-scale mining across the nation. It unites the multitude of voices within the Kenya's artisanal and small-scale mining sector.
- **Kenya Chamber of Mines (Private company)** KCM is the principal advocate lobby body for mining industry stakeholders in Kenya. KCM participates in structured engagements with government, communicates major policies endorsed by its members, and advocate and lobby's for the development of the industry
- **Kenya National Chamber of Commerce and Industry (KNCCI) (not for profit, private company)**- Advocates for the creation of a favorable commercial, trade and investment environment that supports enterprise expansion. On the 24th of June, 2022 KNCCI signedned a Memorandum of Understanding (MoU) with the Kenya Chamber of Mines (KCM), KCM represents the interests of Kenya's miners, exploration companies, mineral traders, suppliers and professionals in the mining industry.
- **The Institution of Engineers in Kenya** The Institution of Engineers of Kenya (IEK) is the learned society of the engineering profession and co-operates with national and other international institutions in developing and applying engineering to the benefit of humanity.
- **Blockchain Association of Kenya (BAK)** The Blockchain Association of Kenya (BAK) is a non-profit organisation actively advocating for a policy-friendly environment for digital assets and a vibrant ecosystem. They are building

Africa's biggest technology lobby group that believes in the transformative power of blockchain technology.

- **Transparency International (TI)** - Founded in 1999 in Kenya, TI-Kenya is a not-for-profit organisation with the aim of developing a transparent and corruption-free society through good governance and social justice initiatives. TI-Kenya is one of the autonomous chapters of the global Transparency International movement that is bound by a common vision of a corruption-free world. The global movement provides a platform for sharing knowledge and experience, as well as developing strategies to respond to regionally distinct patterns of corruption.
- **The Institute of Public Finance (IPFK)** - The Institute of Public Finance (IPF) is an independent, non-political, and non-religious think tank in Nairobi that promotes open public finance management systems. The IPF uses research, training, and capacity strengthening to achieve this goal.

Artisanal Small Scale Miners Association of Kenya (ASMAK)

ASMAK, the Artisanal and Small-scale Miners Association of Kenya, serves as a pivotal body for local miners, primarily focusing on advocacy, rights, and the development of sustainable mining practices. It emerged through the collaborative efforts of Solidaridad Network and CEJAD Kenya, sponsored by the Ministry of Foreign Affairs, Netherlands. The organization's key objectives include sensitizing communities about mining regulations, lobbying for miner rights, promoting legal formalization, enhancing environmental practices, and improving market access and governance within the sector. Initially established in regions like Kakamega, Narok, and Migori, ASMAK has expanded across various Kenyan counties, advocating for the interests of grassroots miners organized into cooperatives within County Miners Associations (CMAs). These cooperatives are intended to serve as fair market aggregators for miners, a plan currently awaiting the necessary licensing and further development of operational frameworks (such as SOPs) and policies. These Standard Operating Procedures are detailed, written instructions designed to achieve uniformity

in the performance of specific functions. SOPs are a critical component for ensuring consistent practices among members, enhancing efficiency, and maintaining quality control within the organization and its cooperatives. They serve as a guide for the operations and processes at both the ASMAK and cooperative levels, ensuring that activities align with legal, regulatory, and organizational standards.

DFIs/NGOs

- African Development Bank (AfDB) - Provides financing and technical assistance for mining sector development projects in Kenya, including gold mining initiatives.
- International Finance Corporation (IFC) - Supports private sector investment in the mining sector, including initiatives aimed at improving environmental and social standards.
- United Nations Development Programme (UNDP) - Engages in capacity building, policy support, and sustainable development initiatives related to the mining sector in Kenya, including gold mining.

Private Sector

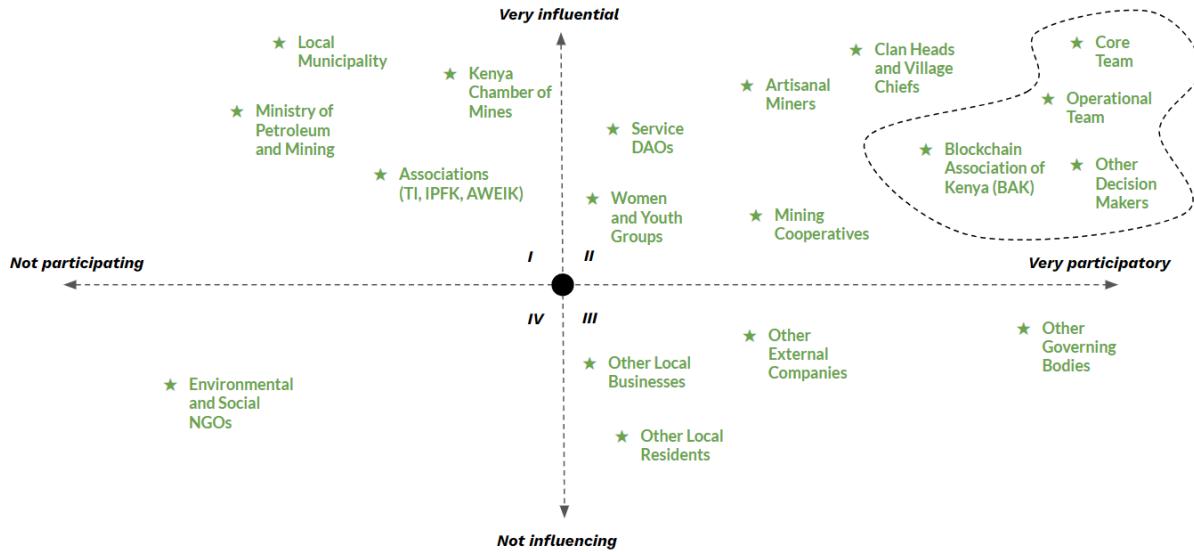
- Acacia Mining (subsidiary of Barrick Gold Corporation) - Operates the largest gold mine in Kenya, the North Mara Gold Mine.
- Base Titanium - Although primarily focused on titanium mining, Base Titanium also explores for gold in Kenya.
- Karebe Gold Mining Limited - One of the largest gold producers in Kenya, operating the Karebe Gold Mine in Nandi County.
- Mid Migori Mining Company Ltd - Engaged in gold exploration and mining activities in Migori County.
- Red Rock Resources Plc - A UK-based mineral exploration and development company with gold exploration interests in Kenya, particularly in the Migori greenstone belt.

Level 1 Overview

	Miners	Community	Partners	Government	DAO Members	Operational Team
Description	Small-scale artisanal miners whose livelihoods depend on mining	Local community surrounding the mining area	External companies collaborating with the DAO	Regulatory bodies overseeing mining activities	Individuals participating in the DAO	Team responsible for day-to-day operations of the DAO
Key Stakeholders	Artisanal miners, Mining cooperatives	Residents, local businesses, NGOs	Companies, NGOs, other DAOs	Local and national government agencies	Governing members and decision makers	Admin, developers, support staff
Participation	Active	Passive	Advisor	Passive	Active	Active
Influence	High	High	Medium	High	Medium	High

[source](#)

Level 2 Segmentation



Level 3 Relationships

Level	Stakeholder	Initial Assessment	Current Assessment
National Government	Ministry of Mining, Maritime and Blue Economy	-1	7
National Government	State department of Mining	-6	6
National Government	National Mining Corporation (NAIMCO)	-1	4
National Government	National Geodata Centre for Kenya	-1	-1
National Government	Ministry of Environment, Climate Change and Forestry	-1	-1
National Government	The National Environment Management Authority (NEMA)	-1	-1
Regional Director of Mines	Person or County 1	-1	-1
Regional Director of Mines	Person or County 2	-1	-1
Regional Director of Mines	Person or County 3	3	3
Artisanal Mining Committee (AMC)	County 1	3	3
Artisanal Mining Committee (AMC)	County 2	3	3
Artisanal Mining Committee (AMC)	County 3	3	3
ASMAK (National, non-governmental)		3	3
Cooperatives (Local)	Pilot 1	3	3
Cooperatives (Local)	Pilot 2	3	3
Cooperatives (Local)	Pilot 3	3	3
Self Help Groups (Hyperlocal)	Group 1	-2	-2
Self Help Groups (Hyperlocal)	Group 2	-2	-2
Self Help Groups (Hyperlocal)	Group 3	-2	-2
Self Help Groups (Hyperlocal)	Group 4	-2	-2

Stakeholder Relationship Assessment Matrix (to be filled in the definition phase)

Artisanal Miners

Basic Needs

The Artisanal and Small-Scale Mining (ASM) community in Kenya faces several core needs to improve its sustainability and security, reflecting broader challenges in the sector globally. Financing is a significant issue, with little to no dedicated funding available for mining activities, as most financial resources are directed towards agriculture. This lack of financial support affects not just the operations themselves but also the ability to invest in necessary equipment and safety measures.

Regeneration and social responsibility, including corporate responsibility, are essential for the sustainability of ASM operations. Efforts to formalize ASM operations are seen as critical to gaining legal recognition, which can help in accessing financial products, training, and support for acquiring mining tools, equipment, and personal safety gear. Formalization would also facilitate a better structure for community development and engagement, addressing social responsibilities more effectively.

Self-sustainability is another crucial need, with ASM operators emphasizing the importance of being able to operate independently without relying on external help. This includes acquiring knowledge and resources to manage mining operations, adhere to safety standards, and market their minerals effectively. The sector seeks to enhance its capability in various aspects of mining, including technical expertise, market access, and environmental management.

Security and safe access to markets represent a further significant concern. The ASM sector faces challenges related to market access, especially in the wake of the COVID-19 pandemic, which has severely impacted the ability to sell minerals both locally and internationally. There's a specific need for support in connecting to markets that offer fair prices and ensure that miners, particularly women, receive a fair share of the revenues from their labor. Strategies to address gender-based violence and discrimination in the sector are also crucial for creating a safer and more inclusive working environment.

Overall, addressing these core needs requires a multi-faceted approach involving government recognition and support, financial assistance, training, and market access

initiatives. Collaboration between ASM operators, government bodies, financial institutions, and other stakeholders in the mining industry is essential to drive forward improvements that can benefit the entire ASM community in Kenya.

Sources:

[Impacts of Covid-19 on ASM Operations in Kenya](#)

[From Mine to Market, Journey of ASM Women Miners in Kenya](#)

Interface for Operations

Artisanal miners interface with various entities to run their operations:

- **Government Agencies:** For licenses, environmental assessments, and compliance with labor laws.
- **Market Buyers and Traders:** For selling mined minerals, often at local or regional markets.
- **Financial Institutions and Microfinance:** For accessing credit and financial services.
- **Technical Assistance Providers:** For training and support in improving mining techniques and environmental management.

Artisanal Mining

Scale and Types of Mines

The three types of mines are large-scale, medium-scale, and small-scale/artisanal mines. Large-scale mines typically involve significant investment, advanced technology, and extensive operations, contributing substantially to the economy. Medium-scale mines operate on a moderate scale, focusing on specific minerals like soda ash and limestone. Small-scale/artisanal mines are characterized by manual labor, basic tools, and a more localized operation, often involving minerals like gold, gemstones, and construction materials. These different types of mines play varying

roles in the mining sector, each with its unique characteristics and impacts on the economy and local communities.

Kenya's mining sector comprises large-scale operations like the Kwale Mineral Sands Project, medium-scale mines such as those producing soda ash and limestone, and small-scale/artisanal mines focusing on gold, gemstones, and construction materials.

Large-scale mines contribute significantly to the economy. While artisanal mining supports a vast number of people but faces challenges like illegal activities and health hazards. The sector's diversity includes minerals like gold, copper, ilmenite, tantalum, niobium, and fluorspar

For a long time, the ASM has been governed by the 1940 Mining Act CAP 306 which had no provisions for licensing the ASM sector. However, this Act was repealed in 2016 and replaced with Mining Act 2016 which has provisions for licensing of ASM sector at the Counties.

It is estimated that the bulk of gold production in Kenya is usually done by small-scale and artisanal miners in Western Kenya, estimated at 500 Kg or 17,637 ounces a month which is equivalent to about 40 gold bars (one gold bar is about 12.4 Kg or 439 ounces). Counties where ASM is dominant include: Migori, Narok, Siaya, Vihiga, and Kakamega. Other counties with ASM mining activities include Nandi, Kisumu, Turkana, West Pokot, Marsabit, Homa Bay and Kericho. The average ore quality varies from county to county as follows; Migori estimated at 24.9 g /ton, Kakamega at 22.8 g /ton, Siaya at 27.9 g /ton, Narok at 27.0 g /ton, Vihiga at 27.1 g /ton and Nandi at 26.7 g /ton of ore.

All ASM mining sites are retrogressive, making them extract only 20% of the gold available leaving the rest to cyanide leaching plants which are growing at a higher rate.

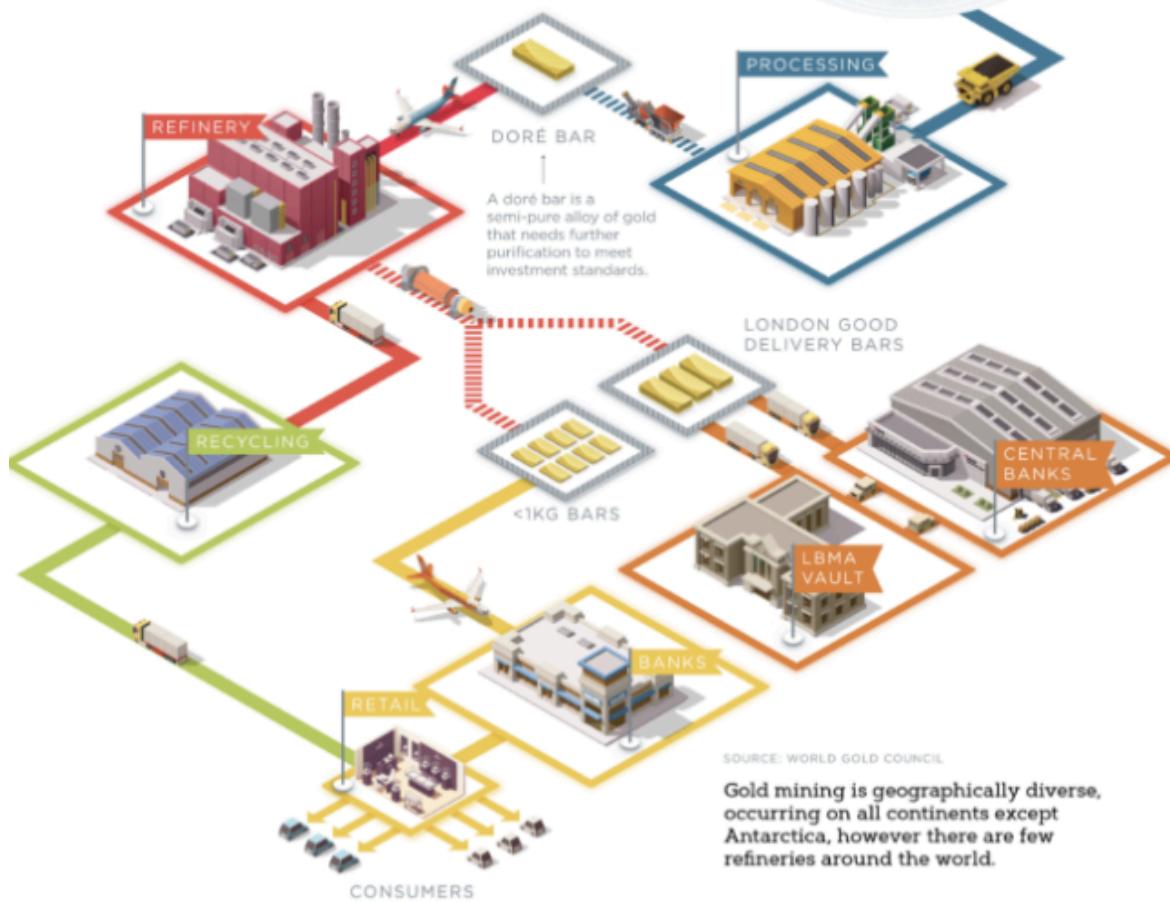
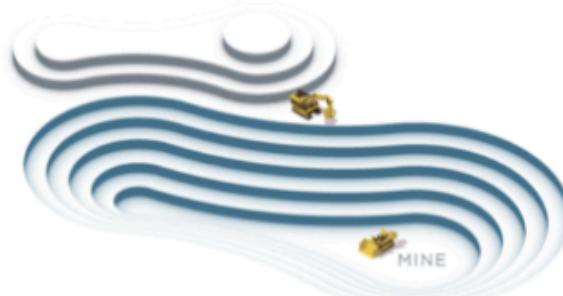
Common Value Chains

Gold's Journey

FROM THE GROUND TO THE VAULT

Gold rarely comes out of the ground ready for market. It has to be released from other minerals to produce a semi-pure bar.

A doré bar produced at a mine site is transported to refiners, who then ship refined gold to markets.



Common Mining Practices

All mining operations, whether large scale or small follow these unit operations:



The difference is the availability of the tools for each step.

The ASM in Kenya involves both the production of gold from alluvial deposits and hard rock mining. Artisanal and small-scale miners employ various mining techniques, including the use of compressors, generator-driven ball mills, drilling, and blasting in the mining process. Alluvial mining is done in rivers and river valleys that cut across gold-bearing rocks. In these areas, miners extract gold nuggets and flakes from the alluvium, and gold recovery is done by panning directly in water or on rudimentary sluices set up within the valleys.

Underground mining, on the other hand, is done by digging pits using tools such as pickaxes and sledgehammers to access the ore that contains the gold. Most times, explosives are used to blast the hard rock and there is a need for extra support as the mines get deeper. Otherwise, the ground comes crushing down burying miners.

The rock that contains the gold is then loaded into carriers and hauled (transported) for further processing.

Gold Processing Practices

The processing of gold in hard rock deposits follows a conventional method that involves several steps. These steps include crushing, drying, milling, amalgamation , concentration (sluicing), and roasting of amalgam. Panning and sluicing are widely used among miners to concentrate gold dust based on density, and mercury is also used for extracting gold. Crushing is typically done manually using hammers, with few

exceptions where machines like jaw crushers are utilized. The crushed ore is conveyed into ball mills for milling to achieve an even grain size that is fine enough to liberate the gold from the ore. Gold particles are then trapped in sluice carpets, and the concentrate collected by washing carpets into a basin.

The process of using mercury in gold mining typically starts by mixing the ground or crushed ore with water to form a slurry. Mercury is added to the slurry and manually mixed using bare hands, a mixing tool, or bare feet, in a process known as “amalgamation.” This process is done to form a mercury-gold amalgam, which is a compound of gold and mercury.

The amalgam is then squeezed through a piece of cloth, commonly a piece of burlap sack, to recover excess mercury which is then reused for gold amalgamation. The gold-mercury amalgam is then burned, in a process called “roasting,” to vaporize the mercury and leave behind the concentrated gold. Burning can be done on open fires, charcoal stoves or gas torches either outside the mining shops or inside them. Burning of amalgam releases mercury vapor into the atmosphere leading to acute and chronic mercury poisoning to the human population and the environment. Miners’ lack of awareness, deficient personal protective equipment, poor hygiene, and lack of measures to limit occupational exposure make this a significant risk for miners and nearby residents.

The Kenya Revenue Authority documented that in 2014/15, about 21,926 Kg of mercury was imported into Kenya. An average of 1.2 grams of mercury is used for 1 gram of gold produced, so an estimated 6,864 Kilograms of gold per year is produced using 8,237 Kilograms of mercury.

By signing the Minamata Convention on Mercury, the National Action Plan for ASGM (Artisanal Small Scale Gold Mining) to reduce the use of mercury and mercury compounds and emissions to the environment of mercury for the Artisanal and Small – Scale Gold Mining Sector.

Establishment of a Gold Trading Platform

The establishment of a national gold trading platform forms part of the future for the mining sector in Kenya as explained in the National Action Plan for ASGM. The proposed platform seeks to create a secure, transparent, and efficient trading system that will promote the buying and selling of responsibly produced gold products. The proposed system will be designed to facilitate buying and selling at internationally acceptable prices, reducing costs, eliminating middlemen, and ensuring that buyers and sellers get a fair deal. The platform is expected to attract investment into the sector, promote efficient operations, and ensure that governments collect fair taxes on the sale of gold products. The plan proposes that the Ministry of Petroleum and Mining (MoPM), Kenya Chamber of Mines (KCM), Non-Governmental Organizations (NGOs), the National Treasury, and the State Department of Trade will be the lead activities in the establishment of the trading platform.

The supply chain process from mine to vault, particularly for gold sourced from artisanal miners, encompasses responsible sourcing, traceability measures, formalization of supply chains, engagement with refiners and jewelers, and integration into international markets. Formalizing these supply chains not only ensures fair compensation for local miners but also promotes ethical practices and sustainability. By establishing responsible sourcing systems that meet international standards, partnerships with European refiners and jewelers are strengthened. These initiatives empower artisanal miners by providing access to international markets, reducing reliance on local buyers, and facilitating the entry of responsibly sourced gold into vaults in Europe.

Artisanal Mining Services

List of potential services supplied to artisanal miners.

- 1. Application Process:** Individuals or groups interested in artisanal mining must apply for a mining license through the Ministry of Petroleum and Mining. This

process involves submitting detailed information about the proposed mining area, the type of minerals to be mined, and plans for environmental management and community engagement.

2. **Artisanal Mining Permit:** This is a specific type of license aimed at small-scale miners. It grants the holder the right to mine in a designated area for a specified period, usually up to two years with the possibility of renewal. The permit covers only low-value minerals unless specified otherwise.
3. **Environmental Impact Assessment (EIA):** Before a license is granted, the applicant may be required to conduct an EIA and submit the report to the National Environmental Management Authority (NEMA). The EIA assesses the potential environmental impacts of the mining project and proposes measures to mitigate these impacts.
4. **Gold aggregators:** Gold aggregators play a critical role in the ASM sector, acting as intermediaries between small-scale miners and the broader market. To operate, aggregators need a Gold Dealer License, which is issued by the Ministry of Mining.

The roles and responsibilities include:

1. **Aggregation:** Aggregators purchase gold from individual artisanal miners and small-scale mining operations. This role is crucial in areas where miners have limited access to direct markets.
2. **Compliance and Due Diligence:** They are responsible for ensuring that the gold they purchase is sourced from legal and ethical mining operations. This includes conducting due diligence to avoid gold that may be associated with conflict, child labor, or environmental violations.
3. **Export:** Aggregators often take on the role of exporting gold on behalf of small-scale miners. They navigate the export license process, including the verification of legal and responsible sourcing.
4. **Market Access:** By consolidating gold from various sources, aggregators can access larger, more lucrative markets that individual miners cannot. This

includes international markets where the demand and prices for gold can be higher.

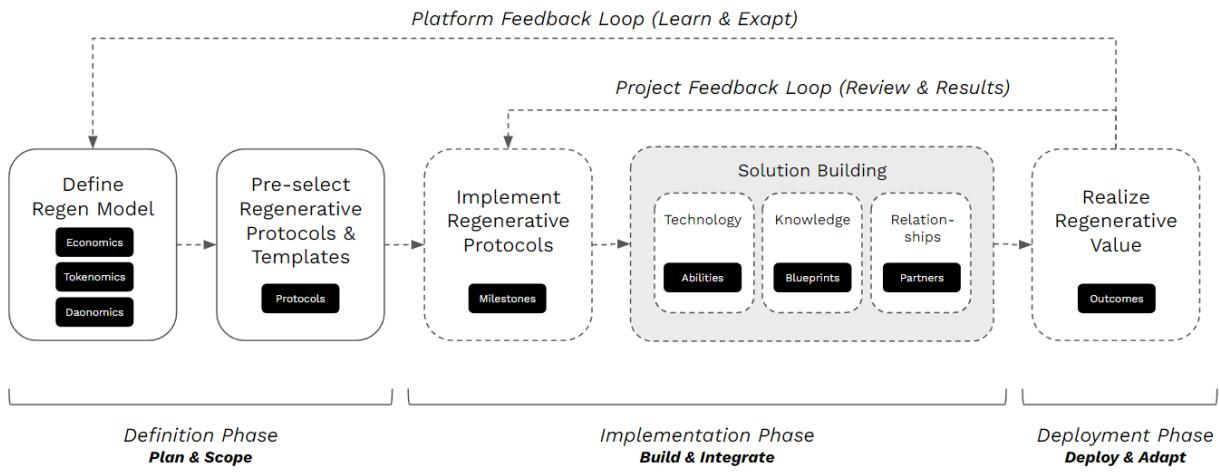
5. **Liquidity and Financing:** In some cases, aggregators provide upfront payments to miners for their gold, offering much-needed liquidity to small-scale operations. They may also offer financing for mining equipment and operations.

The regulatory environment and the roles of various stakeholders in the ASM sector are designed to create a more organized, sustainable, and economically beneficial mining industry in Kenya. However, challenges such as ensuring compliance with environmental and labor standards, access to capital, and navigating the regulatory landscape remain significant hurdles for many involved in ASM.

Project and Operations

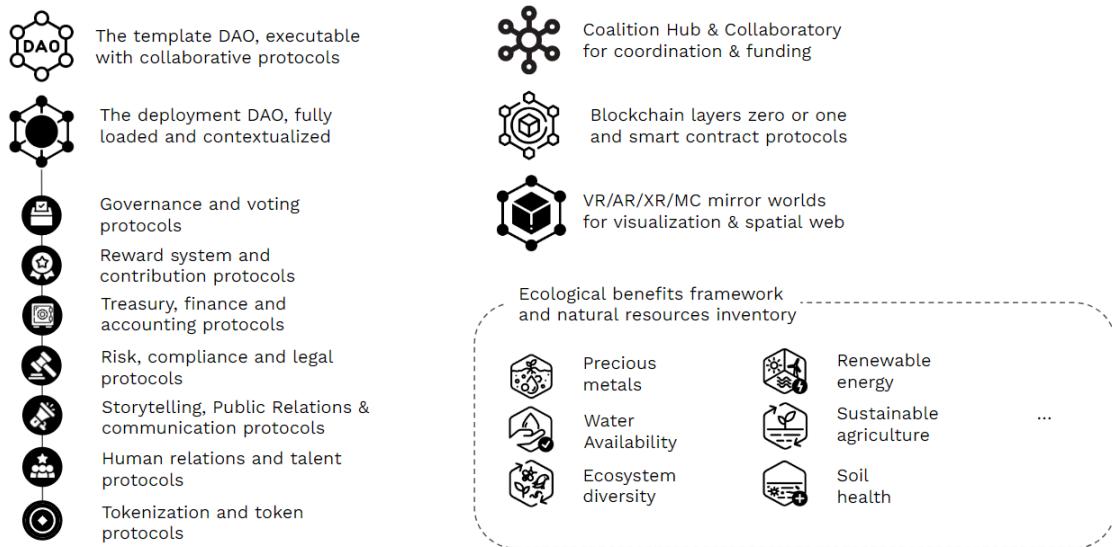
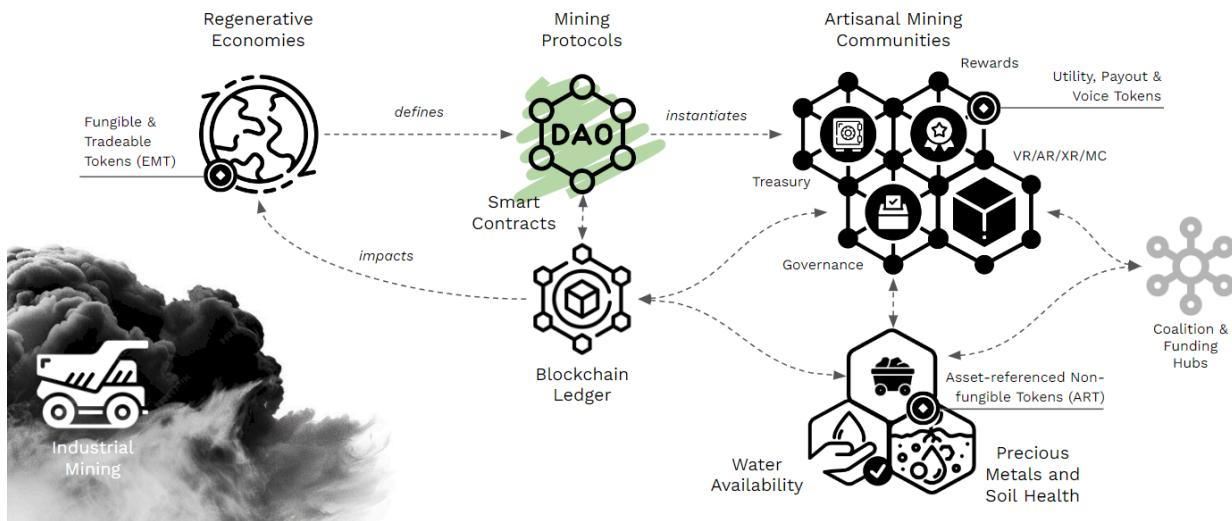
Project Flow

The project follows a double-loop learning model and builds on the triple Venn diagram introduced in the [value proposition](#). In the project definition phase, we align on a set of regenerative mining protocols and templates that are relevant for this project. Each of these protocols can then be assigned to protocol owners and implemented through a solution building team in technology, knowledge and relationship domains. Once the value is realized through a pilot during the deployment phase, outcomes are fed back into the implementation process for the next iteration and the platform to refine the overall model. This will provide a simple way of tackling highly complex problem spaces, such as regenerative mining in Kenya.



Value Flow

Value flows begin with a critical review of the regenerative model defined through economics, tokenomics and daonomics and the corresponding value, trust and data flows. Next, the DAO maps the desired protocols to programmable smart contracts that ensure the integrity of the system. The blockchain layer guarantees the immutability, transparency and consistency of all transaction performed on the platform. Once a mining DAO template has been established, it can be deployed in a first pilot community and later replicated across the entire country. A Coalition and Funding Hub (also a DAO) can be established to coordinate the rollout, make key decisions for the ecosystem, launch new DAOs and distribute funding towards the mining DAOs. Lastly, a set of ecological benefits are attached to each mining community to continuously improve on the living conditions in the villages.



Operational Requirements

Required resources include access to the artisanal gold mine, blockchain infrastructure, and community engagement initiatives. Staff roles encompass governance members, operational team members, and community liaisons. Operating costs cover mining equipment, blockchain maintenance, staff salaries, community projects, and regulatory compliance, funded by DAO treasury allocations and potentially gold sales revenue.

Personas

Market Personas

The market personas on a hyper-local level in the artisanal and small-scale mining (ASM) community in Kenya are diverse and interconnected. These personas include:

- **Miners:** The backbone of the ASM sector, these individuals engage in extracting minerals, often facing hazardous conditions and health risks due to the nature of their work.
- **Local Traders:** Play a crucial role in bringing the mined minerals to regional markets, acting as intermediaries between miners and downstream actors.
- **Mid-Stream Actors:** Involved in processing and refining minerals for various industries like electronics, automotive manufacturing or into bullion bars, contributing to the value chain of ASM products.
- **Buyers and Consumers:** Individuals or companies purchasing the minerals extracted.
- **Regulators and Government Officials:** Responsible for overseeing the sector, enforcing regulations, and ensuring compliance with environmental and safety standards.
- **Community Members:** Those living in areas where ASM activities take place, impacted by the economic, social, and environmental aspects of mining operations.

These market personas collectively shape the dynamics of the ASM community in Kenya, influencing production, trade, sustainability practices, and overall economic impact at a local level.

Hyper Local Personas

Market personas on a hyper-local level in the ASM (Artisanal and Small-Scale Mining) community in Kenya are diverse and characterized by various factors:

- **Age:** Predominantly over 30 years old.
- **Income:** Varied income levels depending on the position in the value chain, ranging from USD 10 for upstream roles to up to USD 1000 for downstream roles (sellers).
- **Gender:** Attracts both genders, with a higher representation of females.
- **Education:** Generally lack university education.
- **Motivation:** Entry into the industry is often due to family business involvement, local performance, or the perception of a 'gold rush' opportunity.

Hyper-Local Challenges

The challenges faced by the artisanal and small-scale mining (ASM) community in Kenya include:

- **Access to Funding and Machinery:** Lack of local bank financing for miners or their associations.
- **Land Rights Disputes:** Lack of proper structures/documentation on granting land or mining rights leading to disagreements and inaccurate licensing of land.
- **Corruption:** A challenge within the industry.
- **Export Duties and Taxes:** Higher export duties and local taxes hindering sales from Kenya.
- **Corporate Social Responsibility (CSR):** Lack of a specified percentage for giving back to the community, leading to unsustainable initiatives.
- **Environmental Issues:** Mercury lead poisoning from gold refining, requiring Environment Social Impact Assessments (ESIAs) to demonstrate impact.
- **Accessing International Markets:** Limitations in accessing international markets and fair prices due to numerous middlemen.
- **Gold Scammers:** Presence of many fraudulent individuals in the industry.
- **Education Gaps:** Existing throughout the entire value chain.

These challenges highlight the complex issues faced by the ASM community in Kenya, impacting various aspects of their operations and sustainability

Protocols

The world runs on protocols—structured sets of rules and guidelines that enable the flow of processes and interactions. From the technology enabling our global communications to the societal norms governing behavior, protocols are the invisible frameworks that maintain order and functionality in complex systems. In the context of sustainable development, economic transactions, and governance, protocols serve as the backbone for initiatives aimed at fostering regenerative practices, equitable exchange of value, and decentralized decision-making. By establishing clear objectives and methods of implementation, protocols not only streamline cooperation across various domains but also harness collective efforts towards common goals of resilience, inclusivity, and environmental stewardship. As such, the crafting and adherence to well-designed protocols are pivotal in shaping a future that aligns with the principles of regeneration, fair economics, and collaborative governance.



Regenerative Economics

- ▼ **Regeneration (Economics)**
 - ▼ Regenerative Finance
 - Decentralized Financial Inclusion Protocol
 - Ecological Credits Verification Protocol
 - Circular Economy Financing Protocol (Currency)
 - Climate Resilience Data Protocol
 - Social Impact Verification Protocol
 - Regenerative Investment Instruments Protocol
 - ▼ Regenerative Economics
 - Sustainability/Impact Reporting Protocol
 - Holistic Resource Allocation Protocol
 - Economic Regeneration Protocol
 - Renewable Energy Protocol
 - ▼ Regenerative Ecology
 - Ecological Impact Protocol
 - Waste Reduction and Recycling Protocol
 - Biodiversity Enhancement Protocol
 - Regenerative Communities
 - Education and Awareness Protocol
 - Community Engagement Protocol



Tokenomics & Daonomics

- ▼ **Incentives (Tokenomics)**
 - Token protocols
 - Staking protocols
 - Blockchain protocols
- ▼ **Agreements (Daonomics)**
 - Governance protocols
 - D2D governance protocols
 - Tokenholder protocols
 - Tokenholder proposals
 - Tokenholder voting methods
 - Community member protocols
 - Community member proposals
 - Community member voting methods
 - Core team member protocols
 - Core team proposals
 - Core team voting methods
 - Circle member protocols
 - Council protocols
 - Treasury protocols
 - Reward protocols
 - Reward tier protocol
 - Reward token protocol
 - Security protocols
 - Organizational assets protocols

(illustrative set of protocols)

Selection Protocols

A selection protocol for a specific pilot location guarantees the best possible outcomes given the uncertainties of the execution. Selection criteria for this process can include:

- quality/size of stakeholders (do we know the people? How well and at what level?)
- sensibility towards socio-ecological/environmental impact (willingness for regenerative mining?)
- administrative considerations (ties with local municipality, governmental programs, other aid projects?)
- current state of mine/operations (labor/union considerations, cooperatives, safety protocols, etc)

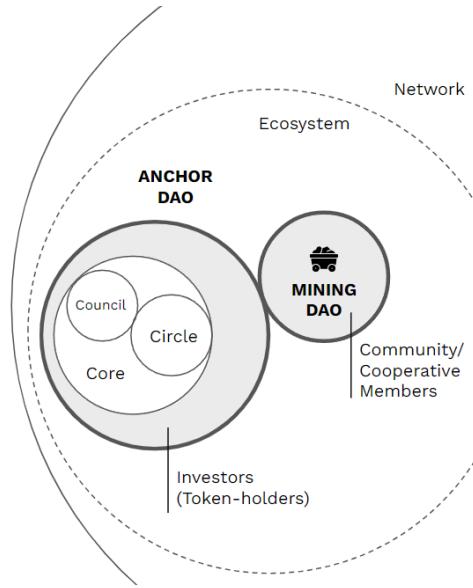
Boundary Protocols

The regenerative mining ecosystem contains multiple layers with different boundaries to cross. Each boundaries has a different set of voting methods, entry- and exit protocols and proposal types. It contains:

- Network layer: all DAOs and ecosystems of the entire Hypha network
- Ecosystem layer: all DAOs of the Ubuntu ecosystem bound by the Ubunutu rules/manifesto
- DAO token-holders: all holders of Ubunutu or other DAO tokens, not necessarily members of a DAO
- DAO members: all members of a given DAOs (invitation only)
- DAO core member: all members of the core team (enrollment only)
- DAO circle member: all members of a given circle (enrollment only)

- DAO council: all members of a given council (board, roundtable, strategic alignment, operations etc.)

LAYER	VOTING METHOD	ENTRY-EXIT
Network	N/A	Create account
Ecosystem	D21 elections/policies	Join any DAO
Token-holder	D21 proposals	Buy+stake tokens
DAO Member	D21 projects	Invite member
DAO Core Team	Binary voting w/ voice	Enroll member
DAO Circle	Circle voting w/ voice	Enroll member
DAO Council	Consent-based	Elected/selected



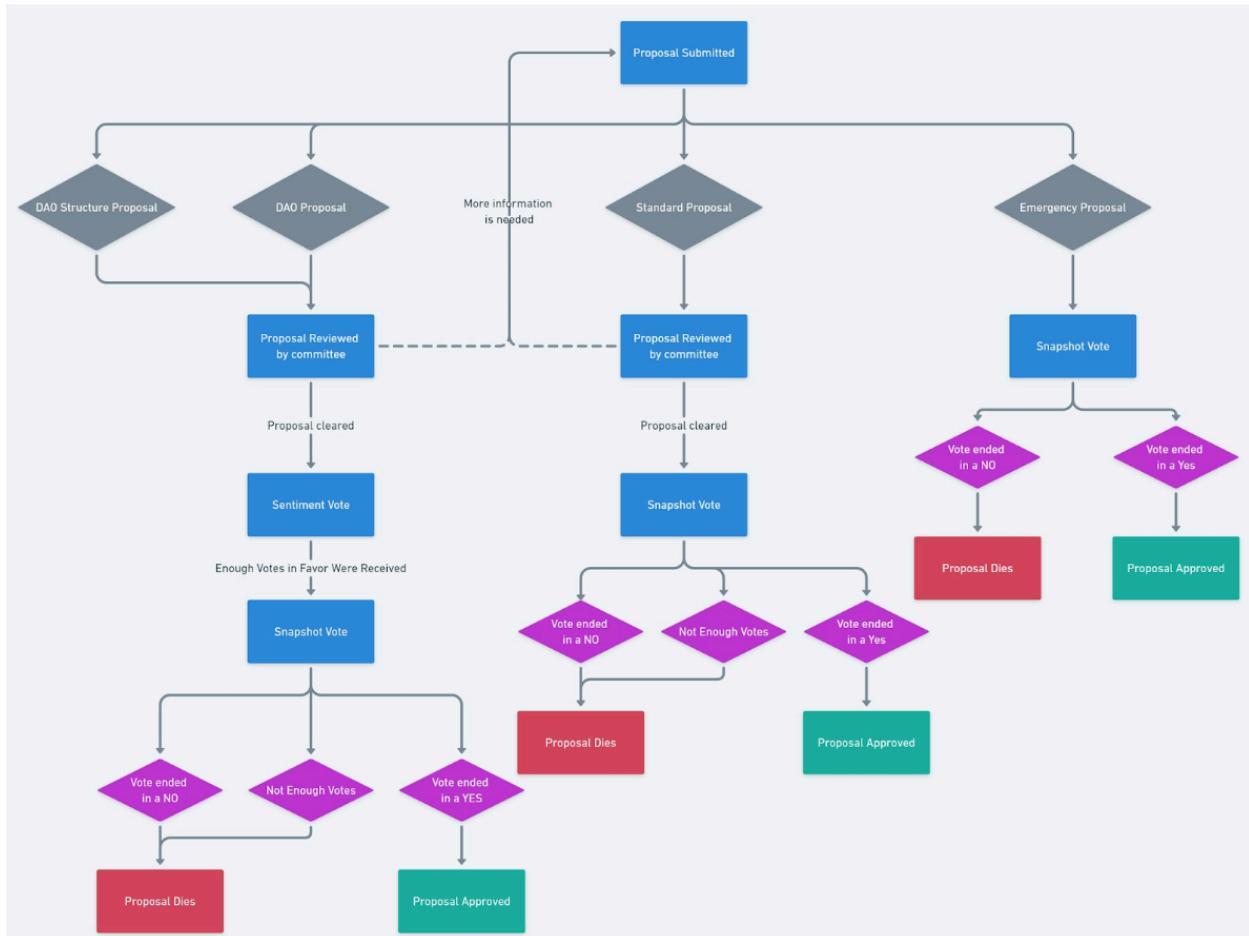
A preferred voting method for the ecosystem, token-holder and DAO member layers is the [D21 or Janeček voting method](#):

- How it Works: The Janeček method, also known as the D21 - Janeček voting system, is an innovative approach to voting that gives voters more expression in their choice. Under this system, voters are allotted multiple 'plus' votes and a limited number of 'minus' votes. The precise number of votes a voter can cast positively or negatively is predetermined by a mathematical formula that takes into account the number of available options or candidates. This allows voters to express varying degrees of support or opposition to more than one option or candidate, rather than a single vote for a single choice.
- Benefits: This method aims to curb the influence of populist and extreme positions by allowing the electorate to support a range of acceptable candidates or proposals while opposing those they find unsuitable. It has the potential to lead to more moderate, consensus-driven outcomes, as it reflects a broader range of voter preferences and diminishes the "all or nothing" impact of single-vote systems.

- **Implementation:** In a DAO, the Janeček method can be encoded into the blockchain via smart contracts, ensuring a transparent and secure voting process. This system could be particularly useful for multi-candidate elections or when a DAO must choose between multiple proposals. The algorithm to determine the number of 'plus' and 'minus' votes would be part of the smart contract's code, with the distribution of votes among participants being managed automatically according to the predefined rules. This method promotes a nuanced and balanced form of participation, where members can significantly influence the outcome by strategically allocating their multiple votes.

Governance Protocols

The following are some initial sketches for decision making in a core team and community setting.



(illustrative set of protocols)

Tokenization and Wealth Distribution Protocols

Introduction

Tokenizing gold and other minerals like gemstones in Kenya is critically important and urgent due to its potential to democratize investment, enhance transparency, and streamline trading processes. This transformational approach allows for broader participation in investment opportunities, promotes greater transparency in trading practices, and facilitates more efficient market operations. Gold's historical significance as a store of value in Kenya, coupled with the substantial contribution of artisanal and small-scale mining (ASM) to the economy, underscores the significance of this initiative. Moreover, tokenizing gemstones presents a significant opportunity

given their abundance and environmentally friendly extraction methods, offering new avenues for wealth creation and promoting sustainable practices within the mining sector

The DAO will be critical for governance within the ASM hyper-local community in Kenya by providing transparency, decentralization, efficiency, and adaptability in decision-making processes and resource management. This framework offers a trustless system that operates autonomously on a blockchain, addressing challenges like lack of funding, land rights disputes, and environmental concerns within the ASM sector.

Identification of Mining Sites

The initial step in the tokenization process is identifying suitable mining sites. These sites typically operate under the authority of mining companies holding permits or concessions for extraction activities. Additionally, artisanal miners are often engaged by these companies to contribute their labour to the mining operations.

Proposed Mining Sites for Pilot: Kenya, Tanzania

Tokenization of Concessions/Interests in a Mining Site

Tokenization of a mining site involves two primary approaches:

- **Tokenization of Concessions:** This approach focuses on tokenizing the rights and interests associated with mining concessions. These concessions grant permission for the extraction of minerals from designated areas. By tokenizing concessions, we aim to ensure that the value of the token is directly linked to the underlying interests in the mine. Token holders become equitable owners and beneficiaries of the mining operation, with enforceable rights and obligations.
- **Tokenization of Security Documents Financing the Concessions:** In some cases, mining operations may require financing to develop and exploit concessions effectively. Tokenization can also extend to the security documents associated

with financing these concessions. By tokenizing these documents, investors and stakeholders can participate in financing arrangements while gaining exposure to the potential returns generated by the mining activities.

Rationale for Tokenization

- Enhanced Liquidity: Tokenization facilitates the fractional ownership of mining assets, thereby increasing liquidity and accessibility for investors.
- Transparency and Accountability: Blockchain technology ensures transparent record-keeping and facilitates the enforcement of rights and obligations associated with tokenized assets.
- Inclusivity: Tokenization allows for broader participation in mining investments, including small-scale investors and community stakeholders.
- Efficiency: Digital tokens enable efficient transfer of ownership and streamline administrative processes associated with traditional asset ownership.

Key Stakeholder Roles in Tokenization

To effectively tokenize concessions, various stakeholders play crucial roles in the process. Below is an analysis of the key stakeholders involved.

Stakeholder: Licensed Mining Company e.g. Lunar Mines - Tanzania

Role Analysis:

- Concession Holder: The licensed mining company holds legal rights to extract minerals from designated areas.
- Mineral Extraction and Aggregation: The mining company is responsible for the extraction, processing, and aggregation of minerals for sale in the market.
- Mining Industry Regulatory Compliance: Ensure compliance with regulatory requirements and industry standards to maintain investor trust and confidence in the ArtisanGold Token. Compliance with environmental, social, and governance (ESG) principles is particularly important for sustainable growth.

Assumptions:

- **Ownership Status:** The mining company holds 100% ownership of the concessions.
- **Existing Financing Arrangements:** The mining company may have existing financing agreements with banks or financial institutions to support its operations.

Tokenization Approach:

- **Financing Deal:** The DAO can enter into a financing deal with the mining company, whereby the concessions are registered as collateral for a loan provided by the DAO. This approach allows the DAO to secure its investment against the value of the concessions.
- **Joint Venture Agreement:** Alternatively, the DAO can opt to become an investor in the mining operations through a joint venture agreement. In this scenario, the concessions serve as the subject of the joint venture, with the DAO contributing funds or resources as an investor.

Benefits of DAO Involvement:

- **Access to Cheaper Capital:** By engaging with the DAO, the mining company gains access to additional capital for its operations, facilitating growth and expansion.
- **Risk Mitigation:** Tokenizing concessions can help diversify risk for both the mining company and the DAO, spreading financial exposure across multiple stakeholders.
- **Alignment of Interests:** Through joint venture agreements or financing deals, as well as DAO resolutions passed by various stakeholders in the DAO, the interests of the mining company and the DAO can be aligned, fostering collaboration and mutual benefit.

Stakeholder: Mineral Assessment Experts

In the process of tokenizing mining concessions and valuing unmined underground resources, the expertise of mineral assessment experts is crucial. Here's how they contribute to the tokenization process:

Role and Responsibilities:

- **Mineral Evaluation:** Mineral assessment experts evaluate the unmined underground resources at specific mining sites. They analyze geological data, conduct surveys, and utilize advanced techniques to estimate the quantity and quality of minerals present. KPI: A Mineral evaluation Report will be posted on the DAO together with the Tokenisation proposal.
- **Valuation of Resources:** Based on their assessment, mineral experts determine the monetary value of the unmined resources. This valuation serves as the basis for determining the total value of tokens to be minted from each specific mine. KPI: A Valuation Report will be posted on the DAO together with the Tokenisation proposal.
- **Tokenization Support:** Mineral assessment experts provide valuable insights and data necessary for tokenization. Their expertise ensures that the token value accurately reflects the underlying mineral reserves and potential extraction yields. By leveraging the expertise of mineral assessment professionals and implementing robust mechanisms for token stability and growth, we can create a resilient ecosystem that supports both investors and artisanal miners in realizing the full potential of regenerative mining practices.

Stakeholder: Cooperative societies and self-help groups

Artisanal miners often organize themselves into cooperative societies and self-help groups, each with its own governance frameworks and community-focused initiatives. Integrating these existing structures into the DAO can significantly enhance

community engagement and maximize the potential of regenerative mining practices.

Here's how we can achieve this:

- **Recognition of Existing Governance Frameworks:** Acknowledge and respect the governance frameworks established by cooperative societies and self-help groups within mining communities. These structures often include elected leaders, secretariats, and mechanisms for decision-making and project implementation.
- **Collaboration and Partnership:** Forge partnerships and collaborative agreements between the DAO and these community organizations. This could involve formal MOUs or agreements outlining areas of cooperation, mutual goals, and shared responsibilities.
- **Participation in Decision-Making:** Invite representatives from cooperative societies and self-help groups to participate in DAO governance processes. This could include representation on advisory boards, committees, or forums where community input is solicited and considered.
- **Project Identification and Implementation:** Engage community organizations in the identification and implementation of projects funded or supported by the DAO. This could include initiatives related to environmental conservation, community development, or capacity building within the mining community.
- **Capacity Building and Training:** Offer training programs and capacity-building workshops to members of cooperative societies and self-help groups. These programs could focus on topics such as financial literacy, sustainable mining practices, and entrepreneurship skills, empowering community members to actively participate in and benefit from the tokenized mining ecosystem.
- **Transparent Communication and Feedback Mechanisms:** Establish transparent communication channels and feedback mechanisms to ensure that community voices are heard and respected within the DAO. Regular community meetings, feedback surveys, and open forums can facilitate dialogue and foster trust between the DAO and community stakeholders.

- **Inclusive Decision-Making Processes:** Ensure that decision-making processes within the DAO are inclusive and participatory, allowing for meaningful input from all stakeholders, including artisanal miners and community representatives. This could involve mechanisms such as voting rights for community members on project proposals or governance matters.
- **Benefits of DAO Involvement:** By integrating cooperative societies and self-help groups into the DAO framework, we can leverage their existing structures, expertise, and community networks to enhance the impact and sustainability of regenerative mining practices. This collaborative approach fosters a sense of ownership and empowerment among community members, ultimately leading to more inclusive and equitable outcomes for all stakeholders involved.

Tokens

Artisinal Gold Token

The tokenised concession for each mine would be minted to ArtisanGold Token (AGT). Ensuring the stability and growth of the AGT is crucial for maintaining investor confidence and providing a reliable market for artisanal miners. Here are key mechanisms to achieve this:

- **Dynamic Valuation:** Implement a dynamic valuation mechanism for the ArtisanGold Token that directly links its value to the total valuation of underground resources at the respective mining sites. This ensures that the token value accurately reflects changes in the underlying mineral reserves and market conditions.
- **Transparency and Reporting:** Regularly update and report to the DAO based on geological surveys, mineral assessments, and market trends to provide real-time information to investors and stakeholders.

- **Market Stability Measures:** Develop and implement measures to stabilize the ArtisanGold Token market and mitigate volatility. This could include establishing liquidity pools, reserve funds, or buyback programs.
- Liquidity pools provide a mechanism for buying and selling AGT tokens, ensuring liquidity and price stability in the market.
- Reserve funds can be used to intervene in the market during periods of volatility, stabilizing prices and preventing large fluctuations.
- Buyback programs involve the repurchase of AGT tokens by the DAO or a designated entity, providing support for token prices and reducing supply.

Voice Token

The Voice Token serves as the governance mechanism within the DAO, enabling token holders to participate in decision-making processes and vote on key initiatives. Here's how it facilitates community engagement and fosters collaboration:

- **Migration of Democratic Governance of the Cooperative Society onto the DAO:** Collaborate with the existing democratic cooperative societies within artisanal mining communities to transition their governance processes onto the blockchain. This involves digitizing voting mechanisms and incorporating them into the DAO's governance framework.
- **Proposal Submission and Voting:** Enable members of the cooperative society to submit proposals for consideration within the DAO ecosystem. These proposals could include requests for funding, resource allocation, or community development projects.
- **Education and Capacity Building:** Offer educational programs and capacity-building initiatives to empower members of the cooperative society to participate effectively in on-chain governance processes. This includes training on blockchain technology, voting procedures, and the importance of democratic participation.

- **Inclusive Participation:** Encourage inclusive participation in governance activities by offering opportunities for stakeholders to become involved in various roles, committees, or working groups within the DAO. Empower community members to contribute their expertise and perspectives to shape the direction of the ecosystem.

Stablecoin

To facilitate investment inflows into the DAO ecosystem, stablecoins such as USDC (USD Coin) or USDT (Tether) can be utilized as the preferred currency.

Developing a Wrapped Token/Unified Token Design

The DAO shall develop a single token, referred to as the Wrapped Token, that integrates the functionalities of both the ArtisanGold Token (AGT) and the Voice Token. This unified token simplifies the user experience by eliminating the need for separate tokens for store of value and governance purposes. By consolidating functionalities into a single token, the Wrapped Token simplifies the user experience for artisanal miners and other stakeholders. This reduces complexity and eliminates the need for users to manage multiple tokens, enhancing accessibility and usability.

Distribution of Tokens

Distribution of AGT

Upon minting, the tokens will be distributed through 3 channels:

- **Channel: Contributors**
 - **Description:** This channel is designated for individuals and entities who actively contribute to the DAO's initiatives, including artisanal miners, local self-help groups, community leaders, stakeholders, and administrative personnel responsible for the DAO's management and operations.
 - **Total Token Allocation:** 10% of the total AGT supply

- **Distribution Criteria:**
 - **Role of the Specific Contributor:** Different roles may include artisanal miners directly involved in mining activities, local leaders facilitating community engagement, administrative personnel managing DAO operations, and local stakeholders providing support or resources.
 - **Work Done Measured Against KPIs:** Contributions will be evaluated based on predefined Key Performance Indicators (KPIs) relevant to each role or activity. For example, artisanal miners' contributions may be measured by factors such as the volume of gold extracted, adherence to environmental and safety standards, and participation in community development initiatives.
- **Channel: Primary investors**
 - **Description:** This channel targets primary investors who purchase AGT. These investors play a crucial role in providing capital to support mining operations and DAO initiatives.
 - **Total Token Allocation:** 90% of the total AGT supply
 - **Distribution Criteria:** Investors have the flexibility to choose between investing in a specific mining DAO or diversifying their investments through the Ubuntu MiningDAO Pool. This allows them to manage risk according to their preferences and investment strategy.
 - **Direct Investment in Specific Mining DAOs:** Investors interested in a specific mining DAO can directly contribute stablecoins to the treasury of that particular DAO. Their investment is earmarked for funding operations and projects within the chosen mining DAO.
 - **Investment in the Ubuntu MiningDAO Pool:** For investors interested in diversifying their investments across multiple mining DAOs, the Ubuntu MiningDAO Pool offers a convenient solution. This pool aggregates funds from multiple investors and distributes them across various mining DAOs managed by Ubuntu. Investors

benefit from diversification, spreading risk across multiple projects.

- **Channel: DeFi platforms**
 - **Description:** listing on various RWA defi platforms
 - **Total token Allocation:** 90%
 - **Distribution Criteria:** This channel focuses on listing the uBUTU Real World Asset (RWA) Pool on various Real World Asset (RWA) DeFi platforms. By listing on platforms such as Centrifuge and RWA.xyz, the Ubuntu RWA Pool aims to attract RWA capital from DeFi investors interested in real-world asset-backed tokens.

Distribution of governance tokens (Voice Tokens)

The Voice Token serves as the governance mechanism within the DAO, enabling token holders to participate in decision-making processes and vote on key initiatives. Here is an analysis of voice Token holders:

- **Stakeholder: Investor**
 - **Rights in DAO:**
 - **Right to Vote on Proposals:** Investors have the right to participate in voting on all proposals put forth within the DAO, including investment proposals, governance changes, and strategic decisions.
 - **Right to Receive Reports:** Investors are entitled to receive regular reports and updates on the DAO's activities, financial performance, and project outcomes. These reports enable investors to stay informed about the DAO's progress and performance.
 - **Right to Propose Investments:** Investors have the opportunity to propose investment opportunities and projects within the DAO, providing input into the allocation of funds and resources.
 - **Roles in DAO:**

- **Investing:** Investors play a crucial role in providing capital to the DAO for funding mining operations and community development initiatives.
 - **Strategy:** Investors may contribute to strategic decision-making by providing insights and recommendations based on their expertise and experience.
 - **Advice:** Investors may offer advice and guidance to DAO administrators and other stakeholders, contributing to the overall success and sustainability of the DAO.
- **Role in the Real-World Mine:**
 - May Appoint Personnel for Monitoring & Evaluation (M&E) and Project Implementation.
- **Stakeholder: Artisinal miner**
 - **Rights in DAO (Exercised Through a Delegate):**
 - **Right to Vote on All Proposals:** Artisanal miners, represented by their delegates, have the right to participate in voting on all proposals put forth within the DAO. This includes decisions related to governance, investment, and community development initiatives.
 - **Delegate Representation:** Artisanal miners may delegate their voting rights to a representative, such as the chairperson of the artisanal miners' cooperative. This delegate acts on behalf of the miners in DAO votes, representing their interests and preferences.
 - **Roles:**
 - **Casual Laborer on Site:** Artisanal miners actively engage in casual labor activities at the mining site, contributing to the extraction and processing of minerals. Their labor forms the backbone of mining operations, supporting production and resource extraction activities.
- **Stakeholder: Mining company**

- **Rights in DAO:**
 - **Vote on Proposals:** The delegate representative of the mining company holds the right to vote on proposals within the DAO. This includes voting on governance decisions, investment initiatives, and strategic directions that impact the operations and objectives of the DAO.
- **Roles in the DAO:**
 - **Strategy and Advice to the DAO:** The delegate representative of the mining company plays a pivotal role in providing strategic insights and advice to the DAO. Leveraging their expertise and experience in the mining industry, they contribute valuable guidance on operational strategies, investment opportunities, and risk management.
- **Roles in the mining site:**
 - **Supervise Artisanal Miners:** Mining company is responsible for supervising artisanal miners at the mining site. This involves overseeing mining activities, ensuring compliance with safety and environmental regulations, and providing support to enhance productivity and efficiency.
 - **Aggregate Minerals:** The company aggregates minerals extracted by artisanal miners at the site. This involves collecting, processing, and managing the mined resources to prepare them for sale or further processing.

Real World Mining Operations

At the DAO level, projects are proposed, evaluated, and approved based on their potential to contribute to the objectives of regenerative mining and community development. Once approved, these projects are implemented in real-world mining operations with a focus on sustainability and positive impact. Here's how the process works:

A. Project Approval at DAO Level:

- Projects are proposed within the DAO framework, covering various aspects such as investment in mining equipment, site operations, community development, and environmental sustainability initiatives.
- Proposals undergo rigorous evaluation based on criteria such as alignment with DAO objectives, potential impact on the environment and local communities, feasibility, and financial sustainability.
- DAO token holders, including investors, artisanal miners, and other stakeholders, participate in voting to approve projects, ensuring consensus and alignment with the collective goals of the DAO.

B. Allocation of Funds to Mining Companies:

- Upon approval, funds raised from the DAO are allocated to mining companies to implement approved projects. These funds are specifically earmarked for initiatives outlined in the approved project proposals.
- Mining companies utilize the allocated funds to invest in approved projects, such as the purchase of mining equipment and the operation of mining sites.

C. Implementation of Approved Projects:

- Mining companies implement approved projects in real-world mining operations, adhering to established timelines, budgets, and project milestones.
- Projects may include:
 - Purchase of Mining Equipment: Investing in modern and environmentally friendly mining equipment to enhance efficiency, safety, and productivity.
 - Site Operations: Conducting mining activities in a manner that prioritizes environmental sustainability, community well-being, and regulatory compliance.
 - Environmental and Social Evaluations: Regular assessments to evaluate the impact of initiatives on environmental sustainability and community

well-being, ensuring accountability and transparency in project implementation.

D. Regular Evaluations and Impact Assessments:

- **Mining companies conduct regular evaluations to assess the impact of initiatives on both environmental sustainability and community well-being.**
- **These evaluations involve monitoring key performance indicators (KPIs) related to environmental conservation, social responsibility, health and safety, and economic development.**
- **Results of evaluations are reported back to the DAO and stakeholders, providing transparency and accountability in project implementation and impact assessment.**

Revenue Streams and Profit and Yield Distribution

Sale of AGT:

Revenue generated from the sale of ArtisanGold Tokens (AGT) represents a significant revenue stream for the DAO. AGT tokens are sold to investors and stakeholders interested in supporting regenerative mining practices and participating in the DAO's initiatives. The sale of AGT tokens provides capital for funding mining operations, community development projects, and ecosystem growth.

Sale of Mined and Refined Gold:

Revenue generated from the sale of mined and refined gold constitutes another essential revenue stream for the DAO. As mining operations yield gold, it is processed and refined to meet market standards. The DAO then sells the gold to buyers, generating revenue that contributes to the sustainability and growth of mining operations, as well as the overall financial health of the DAO.

Profits from Spread Gained by AGT:

The ArtisanGold Token (AGT) experiences value appreciation as it progresses from the pre-mining stage to the mining and refining state. This value appreciation results in a spread gained by AGT holders, representing the difference in token value over time. Profits from this spread contribute to the revenue stream of the DAO, providing additional income derived from the appreciation of AGT value.

Spatial Web Protocols

The Spatial Web, often referred to as Web 3.0, is a concept of an integrated web where data and experiences are contextualized and interconnected in a spatial manner, often using technologies like blockchain, AI, augmented reality (AR), and Internet of Things (IoT). Here's how the Spatial Web could be leveraged for an Artisanal Mining DAO:

1. **Traceability and Transparency:** Utilizing blockchain, the Spatial Web can help in tracking the source and journey of mined materials, ensuring that ethical practices are maintained and that miners receive a fair share of the value.
2. **Real-Time Data Sharing:** By using IoT devices, real-time data on mining conditions, production rates, and environmental impact can be shared with the DAO members, regulators, and other stakeholders.
3. **Augmented Reality Training:** AR can be used to provide miners with hands-on training without the need for them to be physically present at a training location, increasing safety and efficiency.
4. **Decentralized Decision-Making:** The Spatial Web can host virtual spaces where miners and stakeholders can gather, discuss, and vote on decisions affecting the DAO, regardless of their physical location.
5. **Marketplace for Minerals:** Creating a virtual marketplace for buyers and sellers using the Spatial Web, where artisanal miners can directly interact with buyers, can lead to better prices and reduce the miners' dependency on middlemen.
6. **Community Engagement and Support:** Through virtual environments, miners can form support communities, share knowledge, collaborate on solving common issues, and provide peer-to-peer assistance.

7. **Environmental Monitoring:** Leveraging spatial data and satellite imagery, the impact of mining on the environment can be monitored. This data can help in creating sustainable mining practices.
8. **Access to Global Networks:** By connecting to a broader network via the Spatial Web, artisanal miners can gain access to global best practices, funding opportunities, and partnerships.

DAO Blueprint Outline

CHAPTER	CONTENT	
00 Introduction	Overview, Purpose of the Blueprint, Benefits of a Regenerative Approach, Multi-Stakeholder Complexity	<input checked="" type="checkbox"/>
0Definition Pre-Launch Planning	Foundational Protocols, Stakeholder Engagement Strategy, Resource and Environmental Assessment	<input type="checkbox"/>
02 Launch Preparation	Community & Membership Protocols, Mining Operation Protocols (separate), Financial & Legal Protocols	<input type="checkbox"/>
03 DAO Activation	Operational Protocols, Technology Deployment, Community Governance & Voting	<input type="checkbox"/>
04 Growth and Scale	Performance & Improvement Protocols, Market Integration & Expansion, Sustainability & Regenerative Protocols	<input type="checkbox"/>
05 Legacy and Evolution	Long-Term Strategy Development, Innovation and Adaptation, Community and Stakeholder Evolution	<input type="checkbox"/>
06 Conclusion	Regenerative Mining DAO Journeys & Stories, Implementation Hurdles, Wider Stakeholder Participation	<input type="checkbox"/>
07 Appendices	Agreement Templates, Legal & Compliance Checklist, Technical Setup Guides & Community Building Resources	<input type="checkbox"/>



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References

- [National Action Plan for Artisanal and Small-scale Gold Mining in Kenya](#)
- [The National Action Plan \(NAP\) for Artisanal and Small-Scale Gold Mining for the Co-operative Republic of Guyana](#)
- [KPMG Analysis of the Mining ACT 2016](#)
- [KENYA Mining Investment Handbook 2016](#)
- [Anou: Artisinal Textile Cooperative](#)



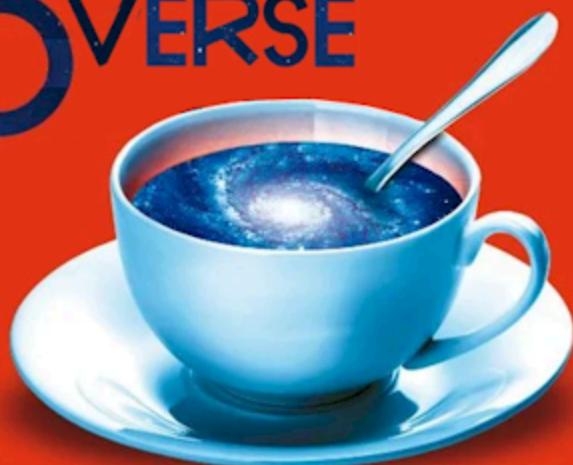
The Hitch Hikers Guide to the DAOVerse

20 guideposts on how to survive and thrive inside a DAO

HYPHA
OVER 100 DAO'S DEPLOYED



THE
**HITCH-
HIKER'S
GUIDE TO
DAOVERSE**



A Google doc for editing and commenting is available [here](#).

Introduction

Embarking on a journey with a DAO is akin to venturing into uncharted waters for many. The absence of a conventional hierarchy and the distributed nature of decision-making can be quite an adjustment, especially for those accustomed to traditional organizational structures. DAOs represent a paradigm shift in how we think about and engage in collective endeavors. They are built on a foundation of community involvement, transparency, and shared governance—leveraging cutting-edge technology to upshift organizational norms. As this exciting yet unfamiliar terrain continues to evolve, it's essential to equip oneself with the knowledge and tools needed to navigate it effectively. This guide is designed to provide you with key guideposts to help you not only acclimate to the unique ecosystem of a DAO but also thrive and contribute meaningfully to its mission and goals.

Hypha's Purpose

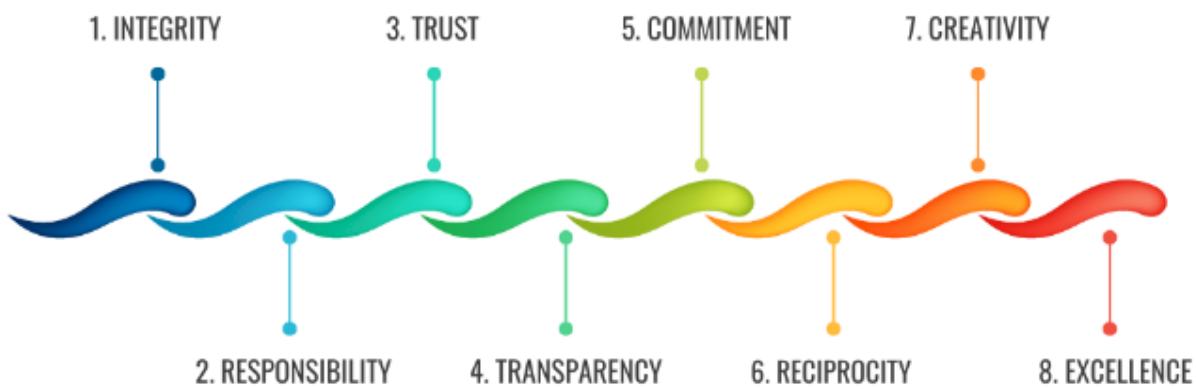
Our purpose is to build and deploy technology solutions and services that enable evolutionary cultures, coordination, and alignment for personal and collective thriving in harmony with Nature.

Hypha's Values

Our core values guide our behaviors, commitments, and actions, acting as a framework for personal behavior and social interaction. We have outlined them in the Hypha constitution [LINK] and list them here for your reference. We then take a deeper dive into cultural values that shape the collective identity of Hypha.

- INTEGRITY empowers us to live by our values and principles to build and deploy technologies and services for the benefit of humanity and our planet.

- **RESPONSIBILITY** drives how we take accountability, individually and collectively, for becoming a mature and thriving organism and acting in accordance with our values.
- **TRUST** commits us to creating honest and empowering solutions and connects us to the heart of our humanity.
- **TRANSPARENCY** enables us to live by what we promise and forms the DNA of our technology solutions for collective thrivability.
- **COMMITMENT** fuels our promise of excellence through radical transparency, diversity inclusion, responsibility, and continual learning and improvement.
- **RECIPROCITY** commits us to honor all who contribute to the value we co-create, receive, enjoy, and distribute—including nature herself.
- **CREATIVITY** inspires us to expand and grow in consciousness by purposefully inviting diverse perspectives and new horizons for learning and innovation.
- **EXCELLENCE** matures us to learn, act, and evolve by taking self-responsibility and accountability for our actions and the standards, promises, and commitments we make.



Guideposts

Here are 20 guideposts for surviving and thriving in a DAO based on our core Hypha values:

- 1. Embrace the spirit of decentralization**
 - 2. Don't bring your baggage from prior organizational experiences**
 - 3. Be open, transparent, honest, and show vulnerability**
 - 4. Give your highest level of integrity and follow through**
 - 5. Familiarize yourself with the technology**
 - 6. Collaborate with others, don't be a lone wolf**
 - 7. Build on what's already present, don't reinvent the wheel**
 - 8. Focus on getting to know the people and establish a base level of trust**
 - 9. Show up to your meetings as your true self (camera on if you can)**
 - 10. Value diversity and inclusion**
 - 11. Don't bring an academic perspective into the DAO, package research into quests**
 - 12. Identify gaps in the organization and show initiative**
 - 13. Expand your care and interest beyond your domains/circles of work**
 - 14. Maintain a learning mindset**
 - 15. Immerse yourself as a culture-maker and value contributor**
 - 16. Understand the legal and regulatory landscape**
 - 17. Promote a healthy work-life balance**
 - 18. Cultivate emotional intelligence**
 - 19. Commit to thrivability**
 - 20. Contribute to the DAO's mission**
-

- 1. Embrace the spirit of decentralization:** In a DAO, power is distributed among all members, not concentrated at the top. This requires you to shift from a managed mindset to that of a self-starter, who proactively contributes to the governance, development, and operation of the organization. You are not an "employee", but a member and stakeholder who bears responsibility for the collective wellbeing and future of the DAO.
- 2. Don't bring your baggage from prior organizational experiences:** DAOs are new experiences, which function on the principles of consensus, collaboration,

self-responsibility and mutual respect. To be effective in such a setting, you need to shed the mindsets cultivated by traditional hierarchical organizations. There are no hierarchical power dynamics or politics here - everyone earns voice according to their best abilities and contributions and decisions are made collectively.

3. **Be open, transparent, honest, and show vulnerability:** Transparency and openness are the lifeblood of a DAO. Don't hesitate to admit what you don't know or seek help when needed. Share your thought process and learnings with others. Authenticity and vulnerability foster trust, encouraging others to do the same.
4. **Give your highest level of integrity and follow through:** In a DAO, your actions speak volumes about your commitment and reliability. Follow through on your tasks and responsibilities, maintain transparency in your actions, and be accountable for your work. This will boost your credibility within the organization and contribute to its success.
5. **Familiarize yourself with the technology:** Understanding the basics of blockchain technology, smart contracts, wallets, and voting protocols is essential to navigate the DAO environment. Even if you're not an expert, getting comfortable with these tools can greatly enhance your effectiveness.
6. **Collaborate with others, don't be a lone wolf:** Collaboration is the backbone of any DAO. Pool your skills and knowledge with those of others to work on projects together. This collective approach fosters innovation, spreads the workload, and builds a strong sense of community.
7. **Build on what's already present, don't reinvent the wheel:** DAOs already have a wealth of existing protocols and projects. Rather than starting from scratch, build upon these foundations. Understanding and improving existing structures can ensure your efforts add value and align with the DAO's existing trajectory.
8. **Focus on getting to know the people and establish a base level of trust:** In a DAO, relationships matter. Invest time to understand the personalities, dynamics, and skills within the community. Building relationships with other

members can help you establish a base level of trust, which is essential for thriving collaboration in a decentralized context.

9. Show up to your meetings as your true self (camera on if you can): With remote, distributed teams, face-to-face interaction in DAOs often takes place via video calls. During these calls, be present, engaged, and authentic. Having your camera on, if possible, can help foster better communication and a more personal connection with others.
10. Value diversity and inclusion: DAOs bring together individuals from diverse backgrounds, cultures, and skills. Treasuring this diversity and fostering an inclusive environment can lead to innovative ideas and solutions. It also ensures that all voices are heard and valued, which is at the heart of our Hypha values.
11. Don't bring an academic perspective into the DAO, package research into quests: While academic research and theory have their place, they are best utilized in a DAO when transformed into actionable projects or "quests". Rather than just sharing knowledge, focus on how that knowledge can be applied to advance the DAO's objectives.
12. Identify gaps in the organization and show initiative: DAOs are dynamic and always evolving. Be proactive in identifying areas that need attention or improvement, and take initiative to address them in ways that respect other people's roles and responsibility within the DAO. Remember we're building our solutions together yet also with a healthy respect for everyone's agreed roles and responsibilities. Having a proactive attitude contributes to the healthy growth of the DAO and demonstrates your commitment and care.
13. Expand your care and interest beyond your domains/circles of work: Participating in discussions and meetings beyond your immediate circle or domain can provide a broader understanding of the DAO and its initiatives. It encourages cross-pollination of ideas and helps you see how your role fits within the larger vision.

- 14. Maintain a learning mindset:** DAOs are a novel concept and are continually evolving. Keeping an open mind and being ready to learn new tools, protocols, or systems can help you adapt and grow with the organization. Staying updated on the latest developments in the blockchain world and DAO spaces can also enhance your contributions.
- 15. Immerse yourself as a culture-maker and value contributor:** To contribute to a thriving culture of the DAO, take an active participatory role. . Take responsibility for attending the meetings that form part of your role(s), stay informed and contribute to the discussions on the Hypha communication channels, engage with the community, and try to understand the prevailing sentiments and trends. This will make you feel more ‘at home’ in the DAO, and helps you navigate your contributions more effectively.
- 16. Understand the legal and regulatory landscape:** DAOs often operate in a legal and regulatory gray area. It’s crucial to be aware of potential implications, from understanding your tax obligations to recognizing the legal status of DAO decisions. Knowing about our legal status and reason for incorporation can protect you and the organization from potential legal risks.
- 17. Promote a healthy work-life balance:** DAOs can blur the line between work and personal life, especially with members operate across various time zones. Creating a healthy work-life balance is crucial. Establish boundaries to ensure you have time for rest and personal pursuits, and avoid burnout.
- 18. Cultivate emotional intelligence:** Interpersonal relationships are critical in any organization, and especially DAOs due to their collective spaces. Developing your emotional intelligence—your ability to communicate consciously and with empathy, manage conflicts, and build strong relationships—can greatly enhance your ability to thrive within the DAO and everyone’s experience within the DAO community. Focus on how we can become wiser together and foster a more inclusive and supportive community.
- 19. Cultivate non-violent communication:** Nonviolent communication is about honoring each person and respecting their rights and responsibilities in ways

that empower each other to grow and mature in consciousness. Act proactively by addressing potential tensions or conflicts through empowering and transformative communication, take responsibility for what is your learning and impact, and encourage open-dialogue. Remember, your words carry weight and can significantly affect the harmony and productivity of the DAO.

20. Commit to thrivability: At Hypha we go further than mere sustainability by growing our abilities to thrive together. Take responsibility for your actions and potential impacts thereof, with the DAO's activities. At the DAO impact level, assess the sustainability impacts of blockchain technologies and the long-term viability of the DAO's objectives and structures with regard to planetary and social carrying capacities. Advocate for responsible and sustainable practices that contribute to our collective thrivability. For more information on this, please consult article 6 of the Hypha Constitution, which outlines our Living Systems Protocols for collective thriving.
21. Contribute to the DAO's mission: Finally, always align your work within the DAO with the overall mission of the Hypha DAO. Understand this mission and check regularly to ensure your efforts contribute to it, as outlined in the Hypha Constitution. Your success within the DAO is closely linked to the success of the DAO itself, and that success is measured by how we thrive together.

Conclusion

In conclusion, integrating into a DAO as a new member requires an open mind and heart, a willingness to contribute, and a readiness to embrace new ways of collaborating and decision-making. These guideposts offer a roadmap to thrive in the DAO space, emphasizing the need to unlearn old habits, foster trust, and embrace transparency and collaboration. They underline the importance of taking initiative, showing up authentically, and participating actively in the DAO's vibrant ecosystem. Remember, your journey in a DAO isn't merely about performing a role; it's about being part of a revolutionary shift in organizational culture and structure. By heeding these

guideposts, you'll not only navigate the DAO space successfully but also contribute to shaping the future of work.