#### Milestone Summary

**1. Develop the technical infrastructure (MVP) Token Reputation Distribution on Giveth Platform:** People can opt in to distribute reputation tokens to those who donate as well as having a reputation token that they can mint. (tech work)

* 1st part making the technical work feasible before initiating the coursework
* 2nd part adding a DAO framework to manage funds and donations on the Giveth platform.

**2. Selection and Preparation of Nonprofits with MVP SBTs:** We will select and prepare nonprofits to participate in the program, which will include creating MVP SBTs for their respective organizations.

**3. Launching Beta Coursework with Video Trainings and Engaging with Nonprofits:** We will launch the beta version of our coursework, which will include video trainings and engagement with nonprofits to ensure that they are fully prepared to participate in the program.

**4. Workshops and 1-on-1 Sessions:** Prior to finalizing the course and presenting the results, we will conduct workshops and 1-on-1 sessions to ensure that participants are fully prepared to participate in the program.

**5. Presentation and Revision:** After the course is complete, we will present the results of our work and revise the materials as needed. The coursework, including video courses with interactive tests, will be published online for easy access by (future) participants.

#### **Detailed cost breakdown for each milestone:** [Impact DAO Coursework - milestones](https://docs.google.com/spreadsheets/d/1V5c3o0orqhusNyF6QRJ6DokmBOHCEwfhQU_K_DxJLSE/edit?usp=sharing)

## Milestone 1: Reputation score distribution (MVP)

This milestone involves two parallel pieces of work:

1. Technical Improvements to Giveth Platform: Our team will make various technical improvements to the Giveth platform to enable projects to be run by impact DAOs. We will enable DAOs to manage their project with their DAO, including donations, updates, and project descriptions, as well as reward donors with SBTs automatically when they donate. The technical improvements will include the following Reputation Score features:

* Issuing non-transferable SBTs to donors when they donate
* Integrating with Gitcoin passport or a similar service to reduce sybil attacks
* Enabling other issuance mechanisms for the community's rewards team
* Automating the voting interfaces for token holders via Snapshot, [Pairwise](https://pairwise.generalmagic.io/), etc.
* Including instructions to use Quadratic Voting as a default.

Future technical improvements will be scoped out in more detail based on the results of the other main deliverable: a 3-month, hands-on course for projects to launch their own SBT-governed DAO.

Our team for this milestone will consist of a token engineer, a product manager, two developers, a designer, a QA specialist, a DevOps engineer, and a communications specialist.

2. DAO Framework for Managing Funds and Donations: Our team will develop a DAO framework that can manage funds and donations for Giveth projects. This means ensuring the DAO is the actual owner of the project on Giveth and is entitled to make changes and edits to their infrastructure via safe governance strategies, such as Gnosis safe integration for managing a Giveth project with multisig permission. The main component of this task will be the research and discovery phase to lay down the details of this framework for the DAOs, including what models and systems they use, suggesting the right frameworks for projects, and scoping the technical work.

Together, these two pieces of work will form the foundation for the reputation score distribution MVP.

### Cost breakdown of the 1st milestone:

| **Milestone 1** | Team | cost per manhour | hours | **M1** |
| --- | --- | --- | --- | --- |
| **(Tech work)** | **8** | **$44** | **434** | **$21,040** |
| Well-defined scope of work | Tokenengineer | $70 | 80 | $5,600 |
| PM | $35 | 40 | $1,400 |
| Designing the user flow | Tokenengineer | $70 | 60 | $4,200 |
| PM | $35 | 50 | $1,750 |
| Coordination with (Gitcoin) Passport team | PM | $35 | 16 | $560 |
| DAO coordinator | $35 | 10 | $350 |
| Writing the copy for the website | Communication specialist | $40 | 2 | $80 |
| Front-end development | Frontend Dev | $45 | 60 | $2,700 |
| Smart contract factory deployment and integration | DevOps Enineer | $50 | 40 | $2,000 |
| Test on staging | Tester / QA specialist | $25 | 40 | $1,000 |
| Create the documentation | PM | $35 | 24 | $840 |
| Deploy Passport and the token deployer on giveth.io | Backend Dev | $60 | 4 | $240 |
| Marketing and communication | Communication specialist | $40 | 8 | $320 |
| **(DAO Framework)** |  | $45 | **190** | **$10,700** |
| (R&D) identifying the tech needed for fund management for DAO’s projects on Giveth | Tokenengineer | $70 | 120 | $8,400 |
| DAO coordinator | $35 | 40 | $1,400 |
| Analyst | $30 | 30 | $900 |
| **TOTAL** |  |  | **624** | **$31,740** |

## Milestone 2: Pre-selection and preparing nonprofits with reputation token (pre-launch phase)

During this phase, we will select and prepare a small number of nonprofits to participate in our MVP token reputation distribution work on Giveth. We will provide guidance and support to these nonprofits as they launch their own SBT-governed DAOs and begin distributing reputation tokens to donors.

To identify suitable nonprofits for this program, our team will conduct a research and shortlist several projects that we believe would benefit from participating in the beta program. We will work closely with these organizations to help them launch their own DAOs on Giveth and prepare them for the launch of the reputation token distribution system.

At the end of this milestone, we will have a small group of nonprofits ready to launch their MVP token reputation distribution systems on Giveth. We will also have gathered feedback from these organizations that we will use to refine our approach before launching the full-scale program.

Below are a few selected projects that our team has shortlisted to be part of the Beta program so far. We have done a soft check with these projects and they have expressed interest to be part of this coursework.

[Diamante Luz Center for Regenerative Living](https://giveth.io/project/Diamante-Luz-Center-for-Regenerative-Living-0)

An eco-village of nomadic co-creators at the beginning stages of development with many opportunities for regenerative investment for the benefit of future generations. Their aim is integration of permaculture and shared common land-based resources.

[Urbanika and the SolarPunk awakening](https://giveth.io/project/urbanika-and-the-solarpunk-awakening)

Immersive school teaching about the intersection of Web 3.0 and regenerative urban governance. They use innovative methods of teaching to bring inspiration and knowledge on alternative ways of governance, management, and relating through their education program.

[ReCommon](https://giveth.io/project/recommon)

They focus on larger projects that combine the community land trust model of land tenure with regenerative agriculture, permaculture, natural building, rural development, good urbanism and web3 technology to support the resilient place-based communities of our future.

[Vivero](https://giveth.io/project/vivero-is-a-participatory-giving-trust-and-cryptobridge)

Vivero serves as a community-funded treasury, enabling participatory budgeting and community-led giving and grantmaking toward individuals, fellowships, projects, and social enterprises. By leveraging a community investment (staking) position as a ground layer for their grantmaking pool and community treasury allows Vivero to be regenerative.

### Cost breakdown of the 2nd milestone:

| **Milestone 2** | **Team** | **cost per manhour** | **hours** | **M2** |
| --- | --- | --- | --- | --- |
| **(MVP coursework prep)** | **3** |  | **410** | **$17,150** |
| **Project communication and sign-up** | **Communication specialist** | **$40** | **80** | **$3,200** |
| **DAO coordinator** | **$35** | **50** | **$1,750** |
| **Communication specialist** | **$40** | **80** | **$3,200** |
| **PM** | **$35** | **50** | **$1,750** |
| **Launching (MVP) reputation tokens with nonprofits** | **Tokenengineer** | **$70** | **50** | **$3,500** |
| **Communication specialist** | **$40** | **50** | **$2,000** |
| **DAO coordinator** | **$35** | **50** | **$1,750** |
| **TOTAL** |  |  | **410** | **$17,150** |

## Milestone 3: Launching the Impact DAO Training Course with Video Trainings and Engaging with Nonprofits (Beta Test)

In this milestone, we will launch the Impact DAO Training Course with video trainings and engage with selected nonprofits in a beta test. The course syllabus has already been created and includes all necessary materials and instructions: [Impact DAO training course](https://docs.google.com/document/d/14Gh-jyBo-qYAwwq5iHQxMkK2A7HYopXiKq7e84p11Iw/edit#heading=h.omph5gia0unf)

The course will consist of interactive workshops led by experienced web3 practitioners such as Griff Green, Livia & Tam from Commons Stack, Zakku from Coordinape, Michael Zargham & Jeff Emmett from Blockscience, and others depending on their availability. Workshops will be well-prepared and include group exercises on Miro boards.

All work will be recorded, documented, and regularly marketed, so that it can be done by other communities in the future without our direct involvement. This ensures that our work has a wider reach and impact beyond the beta test phase.

### Cost breakdown of the 3rd milestone:

| **Milestone 3** | Team | cost per manhour | hours | **M3** |
| --- | --- | --- | --- | --- |
| **(Starting the MVP coursework)** | **2** |  | **161** | **$6,790** |
| **Month 0:** | | | | 0 |
| Social media communication, publishing the case studies from past results | Communication specialist | $40 | 100 | $4,000 |
| Analyst | $30 | 25 | $750 |
| **Month 1:** | | | | 0 |
| Workshop #1 - kick-off & MVV | Tokenengineer | $70 | 6 | $420 |
| Advisor (Griff Green) | $80 | 2 | $160 |
| Workshop #2 - Mapping the Territory | DAO coordinator | $35 | 16 | $560 |
| Advisor (Griff Green) | $80 | 4 | $320 |
| Workshop #3 - Recognize Past Capital, Labor & Expertise | Tokenengineer | $70 | 6 | $420 |
| Advisor (Griff Green) | $80 | 2 | $160 |
| **Office hours, videographing, support** | **2** | **$55** | **81** | **$5,940** |
| Open office hours | Communication specialist | $40 | 9 | $360 |
| Running the course for future publications | Communication specialist | $40 | 12 | $480 |
| Inviting experts to participate in the Beta training course program | examples:Zakku from Coordinape, Michael Zargham & Jeff Emmett from Blockscience | $85 | 60 | $5,100 |
| **TOTAL** |  |  | **242** | **$12,730** |

## Milestone 4: Conducting workshops and 1v1 sessions with nonprofits

In this milestone, we will conduct workshops and 1v1 sessions with the selected nonprofits to help them prepare for their final presentation and design their own model at the end of the course. The team members, including token engineers, communications specialists, DAO and governance coordinators, will participate in all the workshops with the nonprofits to provide guidance and support. This will involve 1v1 sessions and workshops to provide hands-on support throughout the course. By the end of this milestone, we expect the selected nonprofits to have a full understanding on how DAOs work and how to launch their impact DAO.

We will also hold open office hours to address any questions or concerns the nonprofits may have while working on their final presentations.

### Cost breakdown of the 4th milestone:

| **Milestone 4** | **Team** | **cost per manhour** | **hours** | **M4** |
| --- | --- | --- | --- | --- |
| **(workshops and P2P sessions w. experts)** | **4** | **$65** | **46** | **$2,950** |
| **Month 2:** | | | | **0** |
| **Workshop #4 - Recognize Beneficiaries** | **Tokenengineer** | **$70** | **6** | **$420** |
| **Advisor (Griff Green)** | **$80** | **2** | **$160** |
| **Workshop #5 - Maintaining Engagement** | **Communication specialist** | **$40** | **4** | **$160** |
| **Advisor (Griff Green)** | **$80** | **2** | **$160** |
| **Workshop #6 - Reward Systems** | **Tokenengineer** | **$70** | **13** | **$910** |
| **Advisor (Griff Green)** | **$80** | **3** | **$240** |
| **1:1 Sessions - With Us & P2P** | **Tokenengineer** | **$70** | **4** | **$280** |
| **Advisor (Griff Green)** | **$80** | **4** | **$320** |
| **Communication specialist** | **$40** | **4** | **$160** |
| **DAO coordinator** | **$35** | **4** | **$140** |
| **Office hours, videographing, support** | **2** | **$55** | **85** | **$6,100** |
| **Open office hours** | **Communication specialist** | **$40** | **9** | **$360** |
| **Running the course for future publications** | **Communication specialist** | **$40** | **16** | **$640** |
| **Inviting experts to participate in the Beta training course program** | **examples:Zakku from Coordinape, Michael Zargham & Jeff Emmett from Blockscience** | **$85** | **60** | **$5,100** |
| **TOTAL** |  |  | **131** | **$9,050** |

## Milestone 5: Finalization and launching the course work

This is where we consolidate all the learnings & videos recorded throughout the course and put together a comprehensive interactive website with all these valuable materials for future nonprofits and projects who are keen to turn into an impact DAO.

The final design work will be presented at an online public event, such as a hackathon or a conference, where the nonprofit projects will showcase their work and present their models to the wider community.

The final milestone is to consolidate all the learnings and materials developed throughout the project and launch an interactive education course on the Giveth platform. This course will include the detailed syllabus, videos of all the workshops with experts, and the final design work developed by the nonprofits during the course. Other projects will be able to sign up for the course and complete an interactive exam to qualify. The course will be a valuable resource for future nonprofits and projects that are interested in turning into an impact DAO.

### Cost breakdown of the 5th milestone:

| **Milestone 5** | **Team** | **cost per manhour** | **hours** | **M5** |
| --- | --- | --- | --- | --- |
| **(final selection and publishing the coursework)** | **4** | **$56** | **96** | **$5,400** |
| **Month 3:** | | | | **$0** |
| **Presentations #1 - Initial Design** | **Tokenengineer** | **$70** | **4** | **$280** |
| **Advisor (Griff Green)** | **$80** | **4** | **$320** |
| **Communication specialist** | **$40** | **4** | **$160** |
| **DAO coordinator** | **$35** | **4** | **$140** |
| **1:1 Sessions - With Us & P2P** | **Tokenengineer** | **$70** | **16** | **$1,120** |
| **Advisor (Griff Green)** | **$80** | **16** | **$1,280** |
| **Communication specialist** | **$40** | **16** | **$640** |
| **DAO coordinator** | **$35** | **16** | **$560** |
| **Presentations #2 - Final Design** | **Tokenengineer** | **$70** | **4** | **$280** |
| **Advisor (Griff Green)** | **$80** | **4** | **$320** |
| **Communication specialist** | **$40** | **4** | **$160** |
| **DAO coordinator** | **$35** | **4** | **$140** |
| **Post-coursework & website launch w. the complete course module** |  | **$43** | **1345** | **$55,350** |
| **Open office hours** | **Communication specialist** | **$40** | **9** | **$360** |
| **Running the course for future publications** | **Communication specialist** | **$40** | **16** | **$640** |
| **Inviting experts to participate in the Beta training course program** | **examples:Zakku from Coordinape, Michael Zargham & Jeff Emmett from Blockscience** | **$85** | **60** | **$5,100** |
| **Designing the video training course with the subjects covered and publishing it for everyone to use free of charge** | **Communication specialist** | **$40** | **120** | **$4,800** |
| **DAO coordinator** | **$35** | **50** | **$1,750** |
| **PM** | **$35** | **200** | **$7,000** |
| **Creating and Launching the website** | **Designer** | **$35** | **120** | **$4,200** |
| **Frontend Dev** | **$45** | **200** | **$9,000** |
| **Backend Dev** | **$60** | **150** | **$9,000** |
| **PM** | **$35** | **300** | **$10,500** |
| **Tester / QA specialist** | **$25** | **120** | **$3,000** |
| **TOTAL** |  |  | **1441** | **$60,750** |