

Decentralized Volunteers Organization (DeVo)

Rewards for Positive Impact

Abstract. A decentralized ecosystem designed to facilitate trust-based interactions of volunteers and organizations would reward volunteering or charitable efforts through proven state-of-the-art blockchain architecture. Decentralized governance provides a component of the system, however, bad actors must be held accountable for negative actions via organizational oversight and reputation metrics. Delegation of oversight for volunteer interactions is decentralized at a local level to Volunteer Organizations (VO) but remains decentralized relying on consensus amongst a smaller group for rapid decision making and coordination. These VOs will compete for system incentives distributed by the DeVo Decentralized Autonomous Organization (DAO) which is entrusted to allocate budgets to top performers or entities based on votes. The ecosystem could collapse due to manipulation if an imbalanced system gives too much advantage to a single player without risk. Therefore, facilitating peer-to-peer volunteering requires significant amounts of data which will require continuous development for which the system will fund these efforts via a Token Sale. DeVo's approach outlines a starting point and roadmap for the standard protocol that promotes kind acts and efficient charitable organizations through voting power, grants, and identifiers. DeVo accomplishes this feat through leveraging current advances in Decentralized Finance and DAO architecture. This community-driven approach aims to build a system designed to greatly improve our current volunteer economy by assisting, tracking, allocating, and referring resources to sub-entities, or VO's that contribute the greatest positive impact in our global communities.

1. Introduction

Volunteers provide an invaluable service to their community, economies, and society as a whole. Across the globe, individuals take time away from their careers and families to selflessly serve with no expectation of a reward or compensation. Governmental and non-governmental organizations alike are dependent on volunteers to function. Whether a local volunteer fire department or an international nonprofit, it's because of volunteers that these entities can be effective and serve communities.

Volunteers are motivated by a number of factors that ultimately lead them to selflessly serve; a few contributing factors include:

- Improvement of local communities
- Contribute to a worthwhile cause aligned with a passionate issue
- Socialization with peers

- Attaining new [skills](#)

Although a wide variety of factors ultimately manifest themselves in the form of charitable efforts, the outcome is often a stronger community and more [social cohesion](#). Furthermore, it has been found that volunteers “enhance the ability of communities to cope with shocks and stresses by increasing human capital, strengthening social capital and well-being, enhancing natural capital and developing financial [capital](#).”

The benefits of volunteering do not solely extend to those on the receiving end of volunteer help, but also to volunteers themselves. Research finds that volunteering can positively impact both your [mental and physical health](#), as well as the health of those around a volunteer. =A survey by Deloitte found that, in the private sector, “creating a culture of volunteerism may boost morale, workplace atmosphere and brand [perception](#).”

2. Volunteering's Value

In the United States around 77.4 million men and women contributed 6.9 billion hours of service worth an estimated \$166.9 [billion](#). The work done by nearly 20 million volunteers in the United Kingdom accounts for almost 1% of the [UK's GDP](#). It is estimated that there are a billion volunteers [worldwide](#) (due to the coronavirus, the most accurate estimation is from 2018) with 109 million amounting to full-time equivalent workers.

Globally, around 70% of volunteering occurs through informal peer-to-peer engagement and 30 percent takes place formally through non-profit organizations and other [associations](#).

To add another perspective, one of the most recognizable non-profit organizations, American Red Cross, has a workforce that is more than 90% volunteer. These volunteers on average respond to more than 60,000 disasters [every year](#).

Due to the dedication and hard work volunteers contribute to non profit organizations, these organizations are able to reduce their operational costs and provide distinguished service to their communities. In addition, the fact that many volunteers are of diverse backgrounds, these volunteers often have specialized skills that in-house employees [lack](#).

The impact can also be measured by the monetary gifts made to organizations. A Fidelity Charitable donor engagement report found that donors who also volunteer “give an average of 10 times more financially than those who only give [monetarily](#).”

3. Recruitment & Retention

a. Recruitment

Year after year, Volunteer Pro's surveys consistently find volunteer recruitment as the top challenge nonprofit organizations face. Additional concerns include finding qualified volunteers, long-term volunteers, or volunteers of specific populations (women, young , old, ethnically diverse, multi-lingual, corporate, experienced volunteers, etc.)

In order to protect their members and cause, it is also vital that organizations utilize a proper vetting process when recruiting volunteers.. Katie Zwetzig of Verified Volunteers, for example, notes that “More and more organizations are screening all of their volunteers—not just those that work with children, the elderly or the disabled. That’s because they understand that failing to screen everyone means they are risking their organization’s assets, reputation and safety.” The growing practice of vetting all volunteers with a background check during the recruitment process can overwhelm organizations’ in the budgetary, compliance, and administrative areas.

As such, there are some key elements of the volunteer onboarding process which has become standard across nonprofit organizations in order to streamline the process and better the experience in order to increase recruitment rates — these include a seamless signup procedure, standardized training, cultivation of meaningful connections between volunteers, and the adoption of volunteer management software.

b. Retention

Volunteer retention is crucial as large turnover can “disrupt an organization’s operational efficiency and even threaten its ability to serve clients effectively. Recruiting and training new volunteers requires a commitment of [resources](#).” For instance, in the United States, 1 out of 3 volunteers who “commit to service in one year do not volunteer the [next](#).” [One study](#) estimates that it costs a nonprofit organization “at least five times more to recruit a new volunteer than to cultivate greater relationship with existing ones”

There are a number of scenarios that can result in a low volunteer retention rate which has been detailed by the volunteering community. [Initlive](#) points to volunteer burnout, surprise change in policies, not being heard, and feeling unappreciated. [Volgistics](#) finds leading reasons to be lack of time, confusion over volunteer duties, insufficient organizational support, missing public kudos, and burnout.

In order to better address low retention rates, nonprofits have found that the adoption of volunteer management software which can help “[skyrocket](#) volunteer retention rates” as the ability to collect data and automate actions leads to a better volunteering experience. The use of data also allows for the implementation of a modern rewards and recognition strategy to ensure that volunteers feel appreciated to increase retention.

c. Current Best Practices for Increasing Recruitment & Retention Rates

The most immediate and effective approach for both recruitment and retention of volunteers revolves around the adoption of volunteer management software and online solutions in order to attract and empower motivated volunteers. Recruitment and retention rates are expected to rise when nonprofits offer an automated sign-up process, online training and tutorials, flexible scheduling, a meaningful feedback loop, volunteer data tracking, and proper planning process (i.e. use software to condense all information and online tools in one place such as vendor contracts, budgets, and staffing [schedules](#)).

When nonprofits adopt and integrate software into their operations, they also have the ability to incentivise or reward volunteers based on data collected on them. Many city councils, for example, have chosen to use a rewards system to “...meet the increasing demand for volunteers...” with systems often built using a “...time-based currency that allows volunteers to earn rewards for each hour [volunteered](#).”

A more recent trend has been the adoption of gamification for volunteering. Gamification is defined as “...the practice of using game-design elements in non-game scenarios. Specifically, it uses reward-based incentives to motivate workers or volunteers to have fun completing tasks — similar to the way gamers feel rewarded by completing tasks set forth in a video [game](#).” Among other benefits, gamification in a volunteer setting helps boost engagement, motivation, productivity, and knowledge retention among volunteers. This leads to greater volunteer recruitment and retention as they feel valued and recognized with quantifiable objectives and achievements.

It should be noted that gamification is meant to motivate and maintain involvement as “Volunteers’ motivations to help have been shown to be more based on intrinsic rewards (to fulfill psychological needs). However, small and non-expensive rewards are also appreciated and encouraging, where, generally, the goal is not to spend as much in a reward as the cost to pay [someone](#).”

4. Vulnerable and Marginalized Groups

As there is no precise and universally accepted definition for [vulnerable](#) and [marginalized](#) groups, many different organizations and working groups attempt to hone in on a more precise way to identify groups in need so none are left behind. Since this paper does not seek to get into the intricacy of these approaches, we will provide a general overview in order to better understand those who can benefit from volunteers. Whether an individual or population that falls under the category of vulnerable and/or marginalized, organizations have been adopting new technology and tools to better reach and assist these groups.

a. Vulnerable Groups

One general way to define vulnerable people and populations are those who are “...at a higher risk for poor health as a result of the barriers they experience to social, economic, political and environmental resources, as well as limitations due to illness or [disability](#).” The health and healthcare issues of the vulnerable “intersect with social factors, including housing, poverty, and inadequate education” and vulnerability is enhanced by factors such as “race, ethnicity, age, sex, and factors such as income, insurance coverage (or lack thereof), and absence of a usual source of [care](#).” More simply put, vulnerable populations and individuals are in a state of exposure to “being attacked or harmed, physically, emotionally, or [psychologically](#).”

b. Marginalized Groups

Marginalized groups or individuals can generally be defined as those who “experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural [dimensions](#).” Some examples of marginalized populations and people include “prison inmates, immigrants, asylum seekers, refugees, substance abusers, minority communities of various kinds, and the [poor](#)” and interplays with different characteristics such as “sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education or income, or living in various geological [localities](#).”

c. Current Methods of Finding and Assisting these Groups

Whether a local initiative raising funds to provide free laptops for at-risk students in response to covid-19's stay-at-home mandates or an international response to a natural disaster, vulnerable and marginalized populations are in need; and there are a number of factors that must be considered in order to effectively aid them.

The strategic response to help those in need has increasingly evolved into a coordinated effort between non-profit, governmental, and even for-profit [organizations](#). These coordinated efforts are also increasingly including the participation of marginalized and vulnerable populations themselves in order to reduce inequalities and increase the morale and capacity of these individuals to help [themselves](#). While including these groups in volunteer efforts gives them a voice, often it comes without influence.

The use of technology has also assisted in the ability to discover and coordinate a response around disadvantaged and marginalized people in need. Organizations can leverage technology to contact hard to reach [populations](#) and can provide solutions such as location-based information systems (LBIS) through the utilization of data collection and [analysis](#). Although a nonprofit data strategy is a powerful approach for planning and response, 74% of nonprofits indicate measuring and reporting on data to be a [challenge](#).

Internet technologies also allowed for direct payments for those in need; individual development accounts (IDA) are one example of this [approach](#). The challenge of getting funds directly into the hands of the marginalized and vulnerable is still by no means an easy task. Due to institutional barriers it is still difficult to directly provide for individuals in need. One study noted the difficulty in reimbursing participants from economically marginalised communities. These individuals could not be paid via Venmo or PayPal because of institutional barriers and the technical skill required for CashApp, which doesn't require users to have a bank account, could prevent [registration](#).

As a general point, it is also important that organizations and public health initiatives remain well funded or they risk a disruption in services and ability to organize and provide. Due to the coronavirus pandemic, for instance, organizations incurred many new costs such as restructuring operations for at-home work and finding new ways to fundraise since in-person events were suspended. These sudden financial losses jeopardize an organization's ability to provide for those in need and even threatens the existence of the organization [itself](#).

5. Organizational Response

The area of social welfare is increasingly viewed as a partnership between non-profit, for-profit, and government [sectors](#). For instance, the World Health Organization (WHO) states that working with marginalized and vulnerable groups requires an outlined multi-agency [approach](#). Many of the social services offered by these entities are similar or identical areas so collaboration and cooperation in care-giving can [result](#).

a. Non-Profits/NGOs

It is estimated that there are more than 10 million non-profit and non-governmental organizations (NGOs) worldwide who are increasingly being relied upon by governments to provide development aid and humanitarian assistance to vulnerable and marginalized [populations](#). These organizations have become an integral part of “...policy making, the promotion of civic action, and the delivery of new quasi-public [services](#).” In light of the increasing demand for nonprofit services worldwide, those with high digital maturity are associated with organizations with the most innovative and confident responses to [change](#). Since nonprofits tend to operate on tight budgets, the adoption and integration of effective technology can “spawn innovation, improvements in efficacy, and better delivery on mission” which more than justified “...the cost and the challenges of organizational [change](#).”

b. Governments

Local governments across the world play a significant role in community development through direct cooperation with citizens at the local [level](#). While nonprofits provide the majority of social

services, the government still accounts for about 42% of the care [provided](#). The care that governments can not provide can be contracted out to nonprofit organizations that can [deliver](#). The main ability for governments to assist marginalized and vulnerable populations, as stated by the United Nations, should be inclusive economic growth for poor people, effective social policy, and proper governance. Positive government contribution includes the guaranteeing of freedom of expression, association, and [press](#). Additionally, government funding can alleviate financial constraint of nonprofit organizations through public funding grants which can be used to improve operational efficiency.

c. For-Profit Enterprises

Care provided by for-profit entities such as assisted living facilities, also utilize [volunteers](#). Many traditional for-profit organizations have initiated company volunteering opportunities in order to engage and increase employee [retention](#). For-profit entities have increasingly become participants in aiding and uplifting marginalized communities. By partnering with non-profit and government organizations, for-profit organizations can assist social enterprises by offering employment opportunities, skills training programs, and financial aid.

6. The DeVo Model

a. Overview

Volunteers across the world suffer from a lack of appreciation, representation, and compensation for their efforts. Likewise, companies, non-profits, NGOs, and marginalized/vulnerable individuals suffer from locating, selecting, and onboarding qualified volunteers to help realize altruistic efforts.

Using blockchain technology, advanced crypto-economic architecture, and partnering with organizations across the globe, we propose a solution that will benefit millions through the development & tokenization of a value ecosystem centered around helping the disenfranchised and rewarding volunteers for their efforts.

DeVo protocol assigns a unique nonfungible token (NFT) to each volunteer which represents them on the blockchain. The NFT stores the relevant data specific to each volunteer such as experience, hours worked, and background checks on the blockchain.

Similarly, companies, non-profits, NGOs, and disenfranchised individuals will also be assigned an NFT in order to ensure that their characteristics conform to those who are eligible to 'receive' volunteer hours.

The protocol also harnesses modern concepts of decentralized finance (DeFi) such as autonomous rebasing, minting, staking, and reward contracts.

b. Token Architecture

Novel approaches in token architecture were used to achieve the best balance of sustainable growth, incentive, ease of use, and fast adoption.

Key components include:

- i. Use of DeFi Mechanisms to provide liquidity, pools, staking, funding, and reward systems.
- ii. Use of more perfectly elastic user and value based supply mechanisms with a hybrid of targeted and globally scoped supply adjustments based on a rate determined by TLV (Total Locked Value)
- iii. Use of Unique Identifiers as non-transferable & non-fungible tokens (eNFT or Enterprise NFTs) to validate Volunteers, Service Providers, and Subjects
- iv. User focused onboarding, validation, and journeys on a Decentralized Application.
- v. Simplified platform to lower market education on use of blockchain mechanisms, such as:
 1. Wallet Setup
 2. Token issuance
 3. Liquidity Protocols
 4. Decentralized Identity
 5. Decentralized Database Usage

In order to ensure increased user onboarding and retention, our strategy involves approaching our market utilizing user-friendly platforms and technologies, available in the blockchain space, which have emerged over the last few years.

c. How Does Blockchain Benefit Volunteers & Organizations?

Through unique application of Decentralized Finance & Blockchain technology DeVo [is capable](#) of:

- i. creating a transparent relationship with donors, recipients, and other stakeholders;

- ii. reducing the administrative costs through automation and elimination of common intermediaries;
- iii. improving efficacy through responsible management ensuring incentives reach the right people;
- iv. acquiring funds rapidly through crowdfunding;
- v. Increasing funds available to volunteers through advanced staking mechanisms
- vi. coordinating a wider and more complete synergy between the numerous players in the philanthropic system;

7. DeVo Protocol

The DeVo Protocol is a Value Ecosystem designed to scale as more entities, volunteers, community members, and partners join. This scalability will be achieved by taking a cooperative & complementary ecosystem approach as opposed to competing with every entity who wishes to use some component of the DeVo protocol. DeVo is anticipating the desire for users to build solutions that will likely be architected quite differently and does not wish to dictate what organizations, tokens, or governance may be established by a third-party so long as the DAO agrees that it is aligned with DeVo's core objectives. By creating value through DeVo's governance and economic incentives that reward users of the protocol, our approach encourages the use of our modular ecosystem as well as allowing for unexpected innovation and disruption to the model set forth by DeVo.

a. DeVo Token

The DeVo Token will launch as a deflationary governance token to ensure the non-dilution of the community and their voting rights. This approach will encourage DeVo token holders to grow the ecosystem's value at an early stage. Furthermore, as rewards from the pool are paid to incentivize a healthy liquidity base, the ecosystem will become more decentralized overtime giving the voting rights to the pools. Our goal is to incentivize participation in the ecosystem and growing charitable efforts as a community through DAO control of the growing Liquidity Pools and responsible elastic yield.

b. DeVo Governance

DAO's have a great ability to ensure the will of the community is implemented by giving a majority vote outcome. While this system occasionally has its drawbacks at the current state of blockchain pairing capital or value in the form of liquidity against the occurrences of collusion that may occur

in the form of vote delegation an acquisition of the majority vote this in turn would trigger competition and price increase. The resulting scenario would only succeed in creating a no loss scenario for the token holders who exit with the correlating price increase that is sure to occur with any mass acquisition of governance tokens. However, in keeping with our goal for a viable long term and healthy ecosystem, the DAO will initially be set up with a 51% majority vote for proposal adoption. Furthermore, in order to protect the ecosystem in its early stages, the DAO and Multisig will be separated to ensure no significant damage will be done to the ecosystem in the event of a colluded majority vote. The mechanisms for governance in version 1 will be as follows.

- i. Proposals - Proposed by any DeVo Token Holder.
- ii. Multi-Sig - Majority votes held by Advisors, Board, Community Elected individuals and others.
- iii. DAO Wallets - Controlled directly by DAO via 51% Majority vote.
- iv. Treasury Wallets - Proposed by DAO, if ratified by majority, implemented by Multi-Sig based on vote.

c. DeVo Decentralized Application (Dapp)

The DeVo Decentralized Application (DeVo Dapp) will be an open-source decentralized application which operates with Web3 functionality allowing for Volunteers, Volunteer Organizations, Subjects, and Third-parties to interact with the ecosystem verifying new users for their respective objectives and facilitating the interaction between different stakeholders of the ecosystem. Ultimately this location will facilitate projects, assistance, records, reputation, and vision. DeVo's DAO will communicate the community's will through this location.

d. DeVo DeFi

A key component of the ecosystem is maintaining incentives for organizations, the community, and volunteers. Therefore, we are implementing a proven model which creates an evergreen ecosystem aiming to aggressively earn, invest, grow, and incentivize our users. Token holders and the Multi-Sig Trustee's will command the DeVo pools which will include Vaults, Liquidity, Supply and Treasury within the capabilities of the Governance determining fees, yield, rules, and payments. The DAO will eventually assume the ultimate responsibility of determining the fate of the ecosystem as it develops voting on and administering changes, rewards, and standards.

Similar to the architecture of popular DeFi platforms, liquidity will lock into responsible predictable pools and earnings will be allocated in a responsible manner as deemed by the DAO.

e. DeVo ID

Decentralized Identity (DID) is required to verify Volunteers, Subjects, Volunteer Organizations, or Third Parties. DID will manifest itself based on the best option available dictated by the community. In the form of either Non-Fungibles or Records in a storage contract will be updated accordingly based on the most economical, practical and sustainable mechanism. Ensuring the protection of records and anonymity (to the extent possible) we have decided to evaluate blockchain projects and their offerings during Dapp construction to allow for the best choice that offers fast, reliable, secure, and practical implementation of this system.

f. DeVo Contracts

- i. Vault - Time Locked Staking, Liquidity, and Yield Rewards conservative consistent revenues to propagate ecosystem growth using proven DeFi Protocols. (eg. Barnbridge, Aave, Uniswap, etc.)
- ii. Rewards - Allocated DeVo initial yield for Vault Liquidity providers, partially time locked. Fees from contract interactions and fees from the ecosystem. Surpluses deposited into Vault and paid to VOs, Subjects, Volunteers, Multisig and Organizations.
- iii. Liquidity Pool - Locked Liquidity, Community Liquidity, and VO or Organization Liquidity yielding returns from Allocated yield from Reward Pools determined by DAO.
- iv. Foundation Multi-Signature Wallet - Percentage of Fees, Raise funds, yield surpluses, and Donations. Includes adoption grants, investment grants, ecosystem grants, and proposal grants.
- v. DAO Wallet - Percentage of Fees, Raise funds, yield surpluses, and Donations.
- vi. Volunteer Organizations Pool - VO and Organization pool funds with yield determined by DAO.
- vii. Rebase (V2) - Non-Dilutive Supply adjustment for yield rewards will allow for continued growth and phase out of foundation ownership of DAO overtime as Governance position declines naturally due to yield payout.

g. DeVo Standards -

As the DAO establishes best practices and standard operating procedures for the applicants of VOs, Organizations, Volunteers, and Partners that may be adjusted or adopted as standards will occur. As a result, the DAO will enforce a boiler plate application process for fund issuance, onboarding, and documentation. This process will be streamlined to incentivize the application of individuals as the DAO aims to both establish integrity and speed up adoption with no incentive to the contrary.

h. DeVo Rewards -

Rewards will be issued to top performing entities and volunteers based on performance and weighted to ensure all participants in the top 80% initially receive the lion's share of rewards to incentivize good behavior. This “Stipend” issued to VO's, Volunteers, or other entities is at the sole discretion of the DAO and not the Foundation giving the authority of percentage yield of available funds allocated to go to the entities as the DAO sees fit. Only DeVo ID holders are eligible to receive grants; therefore grants from this pool go to ecosystem participants. The other rewards are allocated according to DAO's liquidity strategy as agreed upon through accepted proposals.

8. Launch Architecture

In order to build an adequate capital pool capable of rewarding participants in the DeVo ecosystem, a tiered raise strategy will be implemented. 3 stages targeting Seed, Limited Capped Public, and Public will be launched to ensure financial sustainability during launch and enough care is given to the issuance.

a. Governance Token Launch and Sale-

- i. Seed - Strategic Partners, Advisors, and Investment Houses
- ii. Limited Capped Public - Early Evangelists, Partners, and Individuals
- iii. Public - Retail individuals, Crypto Enthusiasts, Community Members, and Users

b. Core Tech -

- i. Gnosis Multisig Safe - Audited Foundation Multi-Sig wallet
- ii. Forked Ampleforth Token- Audited ERC-20 Rebasing token with snapshot for Governance Token Standard
- iii. DAO formation contract - Raise Mechanism for Seed and Capped Public Raise
- iv. Teamlocking - Locking Mechanism for Team Tokens and Raise Funds
- v. Vault - Raise, Liquidity provision, & Locking Mechanism for Public Token Sale

c. Security & Risk (Audit Diligence) -

- i. All Raise Procedure will be reviewed by an independent third party during the Public Sale as elected by the DAO to ensure a transparent launch of the token.

9. Roadmap

While architecting the DeVo Protocol, many different solutions were considered. Ultimately during the inception and subsequent design, it was decided to accomplish the juxtaposed tasks of funding development, proving the concept, and decentralizing a trusted enterprise with a phased approach that embodies the decentralization movement's core tenets. Careful consideration of censorship-free value communication, game theory, and fair play ultimately lay the foundation for the creation of a DAO which allows for rapid development of the protocol by phasing in greater and greater decentralization as mechanisms are built to address centralized components as the ecosystem evolves.

a. Dapp and Smart Contracts-

- i. Volunteer Organizations Portal - Application, Raise, Liquidity Pool lock, Sponsorship, and DeVo DID issuance capabilities, and entity budget (based on DAO approval).
- ii. Volunteer Portal - Setup DeVo DID, Directly from DAO, receive a benefactor, join an Organization, Record your deeds and more.
- iii. Coordination Portal - Subjects, VO, Volunteers, Projects, and others can list efforts and goals on this page and interact with the Dapp to receive funds from DAO for their efforts. Updates will be expected (presumably) by DAO in standard format ensuring metrics and goals are met over an agreed timeline.
- iv. Ratings - Based on use of proceeds, outcomes and other DAO established metrics (eg. Documentation, Deliverables, etc.)
- v. Complaints - Submission of nefarious activities and problems created by VOs or volunteers in the ecosystem depending on circumstances. VOs associated with Volunteers could have their reputation affected by the DAO, ensuring future issues with grants or stipends for Volunteers.
- vi. Rewards and Reimbursements - Portal designed to allow for excess allocation based on need or outstanding deeds.
- vii. Vault, Yields, Staking, Supply and Rewards - As the Ecosystem develops, yield will be paid to stakers and to ensure longevity, DAO migration will change supply to non-dilutive elastic supply to ensure yield payment capabilities for long term. This incentive structure will further propagate the growth of DeVo's Liquidity pools, participants, and reward capabilities while maintaining network ownership, voting rights, and value.

b. Future Proofing

- i. Upgradable Proxy Contracts - As new contracts are issued for the creation of DIDs, VOs, and Pools, they will be upgradable by design through Foundation Multisig to ensure rapid development and responsiveness. Majority of proposed upgrades to be voted on by DAO

to ensure community support. As DAO control of the project increases, it is more likely all proposed upgrades will be managed and implemented via DAO vote.

- ii. Elective Token Upgrade - Phased upgrade to V2 token (if pertinent) with a transition to Elastic Non-Dilutive Supply. This goal is to ensure ecosystem growth through yield capable non inflation based supply mechanisms that work to ensure no token holder suffers a loss in assets or percentage share of voting rights.
- iii. Cross-Chain Wraps - Pursue ecosystems benefiting from lower transaction fees and scalable capabilities

c. Evangelism

- i. Marketing, Outreach, and Growth initiatives - To encourage ecosystem growth while engaging primary users, Subject, VOs, and Volunteers to sign up, spend and sales strategies including networking, evangelism, social media engagement and more.
- ii. Influencers & Partners - Developing key relationships with industry and legacy companies looking to participate in DeVo will require onboarding tools that provide value for the ecosystem through the DeVo Dapp.

d. Funding -

- i. Fees - Leveraging Yield Returns, Grants, Fees, and Customers DeVo foundation will aim to earn money for the ecosystem through development of useful low barrier to entry technology familiar to the largest organizations while embedding superior blockchain technology into DeVo's Dapps and Apps.
- ii. Grants - Pursuing the use of established blockchain technology grants and ecosystem grants, our project will look to acquire partners, implement our ecosystem and engage companies to donate and participate in the ecosystem.

e. Relationships with Organizations & Governments

- i. DeVo Donations - Getting a public partner for tax write offs with governmental entities will be a large component of outreach.
- ii. DeVo DAO Grants - Supported Entities will be given grants from the protocol to ensure volunteers and established entities are made aware of available funding opportunities through requiring registration to acquire the funds. Once approved, nonprofits will be able to acquire grants so long as they have a DeVo DID even if they were not previously registered they may still qualify given they register upon approval.

10.Ecosystem Parties

Vulnerable Groups: People or Organizations that require Help or volunteering efforts. Subjects can receive a DeVo DID but must be verified via DAO or VO. Donations, grants, and help must be attributed to a whitelisted wallet.

Volunteers: Individuals that provide their labor, intellectual, or other form of effort with the goal of helping charitable organizations or goals. These individuals must be verified but can receive incentives, scholarships, grants or resources from the DAO or choose to be part of a VO and attribute incentives to a cause.

Volunteer Organizations (VOs): Volunteer governed entities that represent a collective effort to improve or leverage a particular initiative. These organizations receive DeVo DIDs and are eligible to receive incentives for projects. Additionally, they have the ability to spend funds received as they see fit.

Sub-DAOs: Individuals who wish to start their own initiative are given the opportunity to do so by creating a Sub-DAO.

Institutions and Companies: Verifiers and Infrastructure providers for the DeVo ecosystem.

Users: Collective of the three above groups that are part of the DeVo Ecosystem using it for Data, Sourcing, Marketing, Verification, or Profit earning activities (Verification of Subjects/Volunteers).

11. Development

Early efforts of coding and development for the above-mentioned roadmap will be handled on Github phasing out as more decentralized development options are available. As updates are made to the code, IPFS shall contain git files for each version of the source code.

Development grants will be given to developers based on their contributions from the DAO funds allocated to such activities. Initially, a few development partners will be brought onboard via funds to prime the ecosystem and create the foundation of the DeVo protocol.

12. Token Distribution

While architecting the DeVo Protocol, many different solutions were considered. Ultimately during the inception and subsequent design was centered around empowering the individual. Keeping this in mind we have decided on the following token breakdown.

Name: DeVo

Symbol: DEVO

Blockchain: Ethereum Mainnet

Standard: ERC-20

Total Supply (initial): 600,000,000 DEVO

Initial Proposed Price: .30 USDT/DEVO

Supply Mechanism: Elastic (Rebase Δ)

Launch Contracts: Ampleforth Upgradable (Audited),

Voting Proposals (initial weight): 51% of votes cast, 15% required participation rate

Governance Bridge to on-chain: SafeSnap/Zodiac

Governance Oracle: Reality.eth (Audited)

Off-Chain Governance: Snapshot.org

DAO Multi-Sig: Gnosis Safe (Audited)

DAO Managers: To Be Decided/Elected