DEFINITIONS: Per CH-01, in addition to the following:
- ➢ Host – In the context of competitions, this means to decide the brackets base on MMR/elo, not simply helping to enter data into spreadsheets.

OVERVIEW: This document describes the responsibilities of the Alchemy Council and how its constituent {Officer}s are selected.

RESPONSIBILITIES: A position of leadership in the guild is estimated to require 2 - 4 hrs/week of volunteer service, with an approximate breakdown as follows:

i) Server Moderation/Arbitration (1 hr/week): {Officer}s monitor the conversations in the Alchemy server and guide them in a positive direction, removing any commentary in violation of the server rules, and timing-out individuals as necessary. They also discuss "gray-area" moderation/arbitration decisions with other {Officer}s. Since the Alchemy Council enforces server rules, {Officer}s must exemplify them.

ii) Membership Decisions (2 hr/week): {Officer}s monitor the activities of applicants and members in the server and in game, forming an opinion on their sportsmanship and character. This allows the Alchemy Council to make decisions about who is ready to advance in the Guild, and who still needs time to assimilate. {Officer}s exemplify what it means to be a member, following the charter to the letter and encouraging other members to do the same.

iii) Programming Decisions/Goal Setting (½ hr/week): At the close of the year, the Alchemy Council researches what was achieved the previous year, and consult with members to form goals for the next year. These goals are then divided among the {Officers}, who work toward them with the help of the guild. Goals can include server size, number of guild members, impact of the guild (in terms of total average viewers of Alchemy streamers), etc. Among all of an {Officer}'s responsibilities, this field is the most subjective, because it depends on the goals that are set. Ultimately, this is a volunteer position, and therefore the only true requirement is that the {Officer} be supportive and transparent with the goal setting process – the actual goals themselves are less important. Based on the goals that are set, short-term objectives and programming decisions are then made by {Officer}s to achieve them. For example, an {Officer} may organize a tournament using the server in order to help it grow. As another example, an {Officer} may organize a showmatch to be cast by an Alchemy streamer, in order to help them meet a viewership goal.

iv) Document Review (½ hr/week): {Officer}s are agents of change for the Alchemy charter, and most often review and approve the changes.

Server Moderation, Programming Decisions/Goal Setting, and Document Review will not occur most weeks, leaving an approximate two hours per week to play with and get to know the community, but these time commitments are only an estimate –not a requirement. It is likely that to meet the other "Influence" requirements, a Member will already spend 2 hrs per week with the Guild.

Bill of Materials:		*Alchemy AOE*	CH-09	Revision
CH-01	Definitions			---
		Guild Leadership		
		--------- Document Approvals ----------		Date:
		Prepared:	TechChariot#4776	YYYY/MM/DD
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		Used In:	CH-02	
		Change Authority: Members		Page 1 of 6

CONFLICT-OF-INTEREST: Alchemy {Officer}s must recuse themselves from any Guild decisions involving a source of income. Some examples of this could be:
➢ Membership decisions about a subscriber to an {Officer}'s twitch stream.
➢ Arbitrating a dispute between a tournament sponsor and another server user

APPLICATION PROCESS: Alchemy is a group of creators who work together to promote our values within the greater Age of Empires II Community. Therefore, to become a guild leader, one must be among the most influential voices promoting Alchemy's message. To qualify:

i) Officer Applicants must have been a full member of Alchemy (not just a provisional member) for at least 3 months.
ii) Officer Applicants must be be interested in the role, willing to take on the responsibilities and estimated time commitment outlined in the previous section.
iii) Officer Applicants must allow the public tracking of their "Influence".
iv) On the 31st of March, June, September, and December, the top five most "Influential" Officer Applicants above 7 "Influence" are given the appropriate role/permissions in the Alchemy server and made Officers for three months.

INFLUENCE FORMULA: Influence shall be calculated according to the following weighted logarithmic formula:

$$I = W_B * \log_{10}(1+B) + W_C * \log_{10}(1+C) + W_M * \log_{10}(1+M) + W_S * \log_{10}(1+S)$$

Table 1 provides a breakdown of activities, and their value to the "Influence" calculation.

Contribution Type	Description (must be relevant to AOE2)	Weight Variable	Weight Value	Logarithm Variable	Logarithm Value
Broadcast	Create at least 16 hrs/month of AOE content on a platform such as Twitch or Youtube.	W_B	Per Table 2	B	$Maximum\ Follower\ Count\ All\ Platforms$
Competition	Host Competition Using Guild Server	W_C	4.1	C	$\sum \frac{Participants\ Across\ All\ Competitions}{Months\ of\ Full\ Membership}$
Modding	Publish an AOE2 Mod	W_M	0.6	M	$\sum Subscribers\ Across\ All\ Mods$
Map Scripting	Develop Map Scripts for a Competition	W_S	2.9	S	Per Table 3

Table 1: Breakdown of "Influential" Activities

The influence formula is constructed from a sum of logarithmic terms to reward and therefore encourage variety in the ways that leaders contribute to the clan. These activities are are mathematically weighted according to the clan's needs.

It would be unfair for the guild to credit a large following that somebody built while playing a different game toward their "broadcast influence". Content creators who are influential with a different audience should be welcomed for their broadcast talents, but {Officer}s must be proactive and negotiate with content-creator {Applicant}s prior to their induction about how their "Maximum Follower Count" may be re-scaled to reflect AOE2 impact. Potential solutions could include:

- The {Applicant} creates a new account for Age of Empires Content.
- The {Applicant} agrees on a value to subtract from "Maximum Follower Count Across All Platforms" should he/she ever seek to become an {Officer}, with new followers assumed to be interested in AOE2.

Additionally, Members who have built a following creating AOE2 content may take a break and play a different game, and add to their following for that game, but they are to be proactive with this decision, and take before and after "following snapshots", so {Officer}s can best understand how influential such a Member is in the overall AOE2 community. Members who create content for AOE2 and at least one other game simultaneously will not be scrutinized if the guild feels that the other games are "side-hobbies", and the time invested in them is insignificant.
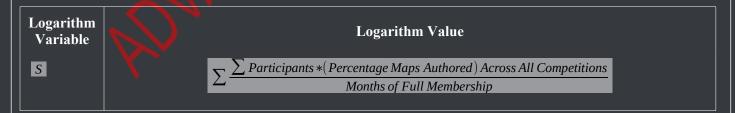
Table 2 below indicates how the "broadcast weight variable" changes with respect to video creation setup:

Configuration	W_B
Officer Applicant makes no mention of Alchemy server during live video creation or in recorded video description.	0
Officer Applicant includes a link to the Alchemy server and a personal server during live video creation or in recorded video description. The personal server has categories/channels dedicated to discussion of AOE2.	1.3
Officer Applicant includes a link to the Alchemy server and a personal server during live video creation or in recorded video description. The personal server has no categories/channels dedicated to discussion of AOE2.	2.1
Officer Applicant makes no mention of a personal server during live video creation or in recorded video description, but mentions the Alchemy server.	2.3

Table 2: Impact of Configuration on Broadcast Weight Variable

The philosophy behind this tabulation is that content creators who prioritize helping to build up the Alchemy Community deserve greater say in how it is run.

The complexity for how "Influence" may be earned through random map scripts is expanded upon in Table 3 below:

Logarithm Variable	Logarithm Value
S	$$\sum \frac{\sum Participants * (Percentage\ Maps\ Authored)\ Across\ All\ Competitions}{Months\ of\ Full\ Membership}$$

Example 1 – If I created 2 maps for a tournament in which 100 people participated that had a map pack of 7, then I created all 5 maps for a mini-tournament of eight people, what would be the S value if I've been a Member for a year?

$$S = (100 * (\frac{2}{7}) + 8 * (\frac{5}{5}))/12 = \frac{(28.6 + 8)}{12} = 3.05$$

Logarithm Review:

Logarithms may be intimidating, but they are important and appropriately used here because of their "diminishing returns" effect. Scientific calculators and computer programs (such as Microsoft Excel) have the ability to ingest log10("some number") and return a value. All that they are doing is finding the exponent to raise 10 to, in order to create that number. Table 2 below shows some common base 10 logarithms:

X	Log10(X)	Equation
1	0	$10^0 = 1$
10	1	$10^1 = 10$
100	2	$10^2 = 100$
1,000	3	$10^3 = 1,000$
10,000	4	$10^4 = 10,000$

Table 2: Sample Logarithms

Thus, when calculating the "Influence" of an Officer Applicant, the *order of magnitude* of their contributions is most important.

Example 2 – How many followers on Twitch (no other activities) are required to be eligible to become an Officer if I Only Promote the Clan Server?

With no contribution besides streaming, the formula is simply (B is the number of followers):

$$I = W_B * \log_{10}(1+B) \rightarrow \log_{10}(1+B) = \frac{I}{W_B} \rightarrow 1+B = 10^{\frac{I}{W_B}} \rightarrow B = 10^{\frac{I}{W_B}} - 1$$

The required minimum "Influence" is 6, and the Weight Value is 2.3, therefore:

$$B = 10^{\frac{I}{W_B}} - 1 = 10^{\frac{6}{2.3}} - 1 = 406$$

A minimum of 406 followers would be required.

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Example 3 – I only host competitions. How many participants would I need per month (on average) to become eligible for Officer position?

With no contribution besides hosting competitions, the formula is simply (C is the participation rate):

$$I = W_C * \log_{10}(1+C) \rightarrow \log_{10}(1+C) = \frac{I}{W_C} \rightarrow 1+C = 10^{\frac{I}{W_C}} \rightarrow C = 10^{\frac{I}{W_C}} - 1$$

The required minimum "Influence" is 6, and the weight value is 4.1 therefore:

$$C = 10^{\frac{I}{W_C}} - 1 = 10^{\frac{6}{4.1}} - 1 = 29$$

A minimum of 29 participants per month would be required, on average.

Example 4 – Consider the following situation for an Officer Applicant:
- ➢ Full member for 12 months
- ➢ Streams on Twitch an average of 20.6 hrs per month, 58 followers, only advertizing the Guild's server
- ➢ Hosted a tournament, which 64 people participated in
- ➢ Created 3 of 9 maps for another tournament having 107 players, and uploaded their containing mod, to which 1000 people eventually subscribed

In such a case, the "Influence" of the Officer Applicant would be calculated as follows:

$$I = 2.3 * \log_{10}(1+58) + 4.1 * \log_{10}(1+\frac{64}{12}) + 2.9 * \log_{10}(1+\frac{(3/9)*107}{12}) + 0.6 * \log_{10}(1+1000)$$

Stream Followers   Tournament Hosted   Maps for Tournament   AOE2 Mod

$$I = 4.07 + 3.29 + 1.74 + 1.8 = 10.9$$

More than enough to qualify to be a member of the Alchemy Council.

"Influence" Notes:

What "Influence" Depends On:
- ➢ **Number of people who notice or engage with the contributions** of an Officer Applicant ("Stream Followers", "Tournament Participants", etc.): This is the only fair way to measure it. The quality of someone's work is subjective, and should therefore be judged by as many eyes as possible, and not a small handful of individuals who might be competing for leadership in the clan. Note that types of contribution which could be impersonal, or whose difficulty is hard to quantify (such as creating a mod, or a bot for the server), tend to be worth less.
- ➢ **Time Normalization:** Everything that goes into the calculation depends somehow on time, or requires a continued commitment in time. This is important, because we cannot allow a situation where someone did something big a long time ago, and is then "set" to be a leader in Alchemy forever. This document is designed so that newcomers may challenge the "old-guard" for leadership of the clan, with the community enjoying the benefits of such competition.

What "Influence" Does NOT Depend On:
- ➢ **Money:** Note that "Influence" is not awarded on the basis of donations to Alchemy-hosted tournaments, paid subscriptions to Alchemy streamers, or "server-boosting" through Discord itself. Although money is useful and appreciated, if we allowed "Influence" to be awarded in exchange for something that costs money, we would never be able to escape the criticism that Alchemy Leadership can be "bought". Such perception would discourage new talent from pursuing leadership with our group, which is essential to prosperity and growth of the community.
- ➢ **Personal Skill at AOE2:** There is no correlation between rank/elo and leadership capability. Although skill can be helpful to attract a following in the eSports world, it is neither a guarantee of quality content nor competent leadership.

SERVER OWNERSHIP: Every Discord server must have an owner, and for Alchemy, this person is set apart from the {Officer}s by a differently colored name in the graphic user interface. The role allowing this distinction possesses no special permissions or visibility beyond what is available to the other {Officer}s, and exists only to help identify the server owner to the general public. An appointed position, the owner of the server holds the {Officer} role indefinitely, regardless of achievement, influence, or activity, until appointing a replacement at his/her sole discretion. Typically, the server owner is someone who has served the guild for a long time, is highly experienced, and has great love and appreciation for Alchemy's membership and charter. Although the server owner is guaranteed to have the permissions of {Officer}s (by having the role), they may not exercise such authority unless one of three possible conditions are met:

➢ There are no other {Officer}s, because none of the Members are eligible or interested in the role.
➢ The other {Officer}s are exactly divided on a topic, and the server owner would provide a tie-breaking vote.
➢ The server owner qualifies for the {Officer} role by his/her own merit.

The only exception is that the server owner may unconditionally moderate the Discord server, since this is regarded as a simple, uncontroversial service with consequences for public image if not performed in a timely fashion. The responsibilities of the server owner are to:

➢ Perform {Officer} duties if required per the set bullet points above.
➢ Maintain a public monitor for the "Influence" of Officer Applicants and award the {Officer} role according to the "Application Process".
➢ Maintain the public online database for Alchemy AOE Charter and all documented changes.
➢ Maintain the unique permission (per Discord's hard-coded structure) to appoint a replacement in the event of being unwilling or unable to fulfill meet the above duties.
➢ Delete the Alchemy AOE Discord server and dissolve the clan if the bullet above cannot be satisfied.

Revision	Description	Change Document	Date
Original Issue	--	-------------------	YYYY/MM/DD