Dedicated DAO Contributors: Enhancing Live Initiatives and Driving Key Workstreams

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Non-constitutional AIP

By Alex Lumley and Disruption Joe

Abstract

This proposal seeks funding for Alex Lumley and Disruption Joe to work full-time for up to one year, focusing on two critical areas:

1. Executing governance operations: designing better systems, documenting the role, and preparing for handoff to OpCo.

2. Strategic workstream design: building governance processes, executing governance operations, and preparing to hand off leadership to a future workstream steward.

This work will create a foundation for long-term governance and operational success while immediately pushing critical work forward. Governance operations work pushes a flywheel that develops insights through counterparty interactions, synthesizes feedback, and continually optimizes and aligns processes & stakeholders. [

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This proposal includes executing governance operations while Entropy designs long-term systems driven through an OpCo, in preparation for a handoff - recognizing that doing the work cannot wait for an entity to be established. By immediately addressing key operational gaps and establishing governance processes, this proposal ensures Arbitrum begins executing important work without delay, while building scalable systems for long-term effectiveness. Governance operations includes a set of responsibilities that connect the strategic to the tactical, and each "level" connected to the system as a whole.

DAO Level

Workstream

Initiative

Strategic Design

Entropy

AJ

Initiative Lead

Governance Operations

AJ now, OpCo later?

AJ now, OpCo Later?

AJ supporting initiative

Tactical Execution

AJ now, OpCo later?

AJ now, Workstream Steward

Initiative

Motivation

The DAO is currently struggling to execute its most impactful initiatives, resulting in a lack of confidence from key stakeholders.

Delegates, builders, and contributors face similar problems:

- Delegates are frustrated with a lack of clarity and transparency in the status of initiatives, unclear goals, and inconsistent decision-making processes, leading to inefficiencies.

- Builders are losing faith in the ecosystem due to slow DAO processes, unclear timelines, and lack of clarity or inconsistency of builder support. (OCL can't keep up with growth!)

- Contributors are disengaging because of unclear priorities, inefficient proposal updates, and a lack of transparent decision-making.

Without streamlined systems, the DAO's potential is being stifled, delaying progress and eroding trust among participants.

Rationale

Alex Lumley and Disruption Joe are uniquely positioned to resolve these issues, given their deep experience with the Arbitrum DAO and DAO governance more broadly. They possess the knowledge and skills required to design operational processes and execute strategies with alignment from all key stakeholder entities.

Their work will activate a positive feedback loop by:

1. Improving governance operations: Establishing clear accountability and decision-making processes.

2. Designing workstream governance: Empowering delegated authorities to manage budgets and drive strategic initiatives.

Why Alex and Joe?

Both are high-context contributors with proven governance and operational expertise:

- Alex Lumley: A startup founder and former Bain consultant, with experience passing key DAO proposals and conducting Governance Reporting Calls (GRC) since August 2024.

- Disruption Joe: A full-time DAO leader since 2021, instrumental in executing grants programs and driving governance design for multiple DAOs.

Their extensive backgrounds in strategy, governance, and execution make them ideal candidates to lead this initiative, ensuring the DAO delivers on its key priorities.

Key Terms

- Workstream: A structured governance mechanism where authority is delegated to a steward to manage a specific set of initiatives and budgets.

- Governance Operations: The processes and roles that ensure accountability, transparency, and success across DAO initiatives.

- Strategic Budget: A long-term financial allocation that funds initiatives aimed at achieving critical DAO objectives.

Specifications

Agreement:

Alex and Joe will commit to working full-time with Arbitrum, leading governance operations and developing strategic workstreams. They will participate in work groups, facilitate meetings, and act as points of contact for general DAO inquiries.

Governance Operations

- Objective: Increase the success rate of DAO initiatives by improving accountability, communication, and workflows.

- Actions:

- Conduct monthly Governance Reporting Calls (GRC).

- Engage stakeholders to gather feedback and improve reporting processes.

- Provide constructive feedback to initiatives to help them meet objectives.

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Workstream Stewardship

- Objective: Design and implement governance processes that empower delegated authorities to manage strategic budgets.

- Actions:

- Define objectives and outcomes for workstreams.

- Oversee budget management and collaboration across funded initiatives.

- Select and guide an expert council for governance oversight.

- Establish checks and balances for budget management and initiative execution.

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Deliverables

1. Governance Operations Role: Implement and document processes for governance operations, ensuring scalability.

2. Workstream Budget Proposal: Develop and pass the "Unified Orbit Builder Experience" proposal, creating a test environment for governance process design.

3. Workstream Steward Role: Act as stewards for strategic workstreams until OpCo assumes control, facilitating a smooth handoff.

4. Open-source Governance Wiki: Document and share governance processes, creating a lasting resource for future contributors.

Steps to Implement

1. Establish Governance Operations and Reporting (by 12/31/24)

The first step is to formalize governance operations and build a foundation for transparency and accountability. This includes:

- Kick-off Governance Reporting Calls (GRC): Start monthly calls with key stakeholders, including delegates, builders, and contributors. Use these calls to communicate the progress of initiatives and gather feedback for continuous improvement.

- Build Initiative Tracking Systems: Create a database to track the status of all ongoing and proposed initiatives. Ensure that each initiative has clear milestones, goals, and reporting requirements.

- Develop Governance Wiki: Begin documenting key processes, roles, and governance structures in a publicly accessible wiki to improve clarity for all DAO participants.

2. Launch a Productive Workstream (by 12/31/24)

The next step is to secure the necessary funding to implement the workstream strategy and begin executing work immediately. Building a trusted workstream governance framework has some components that must happen before passing

the budget. A governance framework for workstreams must be designed to empower strategic decision-making and enable the delegation of authority.

- Recruit Expert Council: Identify and onboard a diverse council of domain experts to support governance decisions and provide strategic guidance on funded initiatives.

- Establish Outcomes: Establish a clear set of goals and measurable outcomes for the workstream. These objectives will guide the allocation of budgets and the approval of initiatives.

- Create Checks and Balances: Develop mechanisms to provide oversight and ensure accountability for workstream stewards, including veto powers and regular performance reviews.

- Draft & Pass Proposal: Submit and pass a workstream budget proposal to fund initiatives. This proposal will be used as a test case for the workstream governance processes.

- Launch Strategic Initiatives: Once funding is secured, begin executing the initiatives under the workstream, ensuring that each is aligned with the established governance processes and goals.

3. Optimize and Refine Workstream Processes (by 4/30/25)

After several months of execution, the focus will shift to optimization and refinement:

- Gather Feedback from Stakeholders: Conduct surveys and interviews with delegates, builders, and contributors to assess the effectiveness of the governance processes and identify areas for improvement.

- Improve Reporting and Accountability: Use the insights gained to adjust the reporting structure and enhance the transparency of ongoing initiatives. Ensure that all initiatives are meeting their milestones and adjust timelines as necessary.

- Refine Workstream Governance: Based on the learnings from the first round of initiatives, update the workstream governance processes to make them more efficient and scalable for future use.

4. Transition to Long-Term Governance (by 6/30/25)

As the proposal approaches its conclusion (and potentially before), preparations will be made for a smooth handoff to the OpCo or a future DAO governance structure:

- Document Handover Processes: Ensure that all processes, systems, and governance structures are fully documented in the governance wiki to enable a seamless transition.

- Assist in Onboarding New Leadership: If OpCo or another entity assumes responsibility for governance operations, support the onboarding and training of new leadership to maintain continuity.

- Evaluate Success and Plan Next Steps: Conduct a final evaluation of the workstream's impact, including metrics on proposal throughput, success rates, and overall improvements in DAO governance. Use this evaluation to inform future governance strategies.

Timeline

1. Forum Discussion: 10/24-10/31

2. Snapshot: 10/31-11/6

3. Tally: 11/6-11/20

For this proposal to be possible, we will also need to pass the workstream budget proposal. Here is the current draft. We are working on recruiting the council already. If passed, this workstream could fund and support Max's Embracing Chain Abstraction proposal. We are currently recruiting expert council members.

Overall Costs

The compensation for this proposal will be structured to balance immediate needs with long-term incentives. We are considering a vesting model to align our success with the success of the DAO. Our approach to compensation, expenses, and clawback will follow the model used in Entropy's approved proposal, ensuring transparency and alignment with DAO standards.