

My thoughts on how we fix the ApeCoin DAO.

Today I put out a post on X -x.com

This post was inspired by the conversation had in the 'Coffee w/Captain' Spaces yesterday. Some fantastic points we highlighted, so I wanted give my thoughts on these matters, along with some potential solutions.

This is very much a work in progress, and the aim here is to find like minded people that feel the same, and want to assist with building a solid plan. The way I see it is, many heads are better than 1.

Below are the main points discussed, it would also be great if anyone would like to engage and/or help spread the word by sharing the X post linked above.

The main debate right now seems to be whether to disband all councils and working groups or not. I think it's clear to all that there are issues. I want to start by making it clear that I will NOT

play the blame game, except to say that this is on ALL

of us. Like it or not, we got what we voted for.

The aim of this post is to provide my insight into the problems we face and the potential solutions. Solutions are how we move forward, not blame.

Why are we here?

A point made, that I feel is very relevant. What is the purpose of the DAO?

This is so important. I believe that the purpose of a DAO is for like minded people to come together and align around a particular goal.

So what is the goal of the ApeCoin DAO?

I feel this is the most important thing we need to decided on, if we have no purposeful cause, then why are we here? There are a few things that the DAO seems to be focused on right now.

- Grant programme
- The growth of the ApeCoin ecosystem
- ApeChain

I feel this could easily be turned into one main mission statement. Here is my attempt at that.

The ApeCoin DAO mission is to foster the growth and development of the ApeCoin ecosystem, by nurturing ApeChain as a thriving blockchain, and by empowering individuals and projects through a grant programme to contribute to this vision.

The problems we face.

How should the DAO be run?

and Should all working groups, councils etc be removed?

This is a tough one, the fine line between decentralisation and centralisation. It was pointed out many times that this is not a traditional organisation. There is no board, no one is in charge, so in that case we ALL

are.

Yes, that is at it's core the vision of a DAO. But I am going to throw a spanner in the works, Human Nature. Often overlooked, human nature is present in every aspect of life, and should not be ignored, especially in web3 where we aim to change the status quo of business, finance and community.

"All societies, regardless of their political systems, inevitably develop a hierarchical structure"

(George Orwell, 1984).

This may be fiction, but I believe there is truth in it. There will always be people who wish to lead, and people who wish to follow. My thoughts are also inspired by Dunbar's Number Theory

.

Dunbar's Number Theory is essentially the idea that you can only have a meaningful relationship with 150 people. When you go beyond this point fragmentation starts to occur. The more people that join a community, the less they know one another; the less they trust one another. This is where I believe that true decentralisation starts to break down, and IMO this is one of

the main problems the ApeCoin DAO faces.

As an advocate for decentralisation, it pains me to admit that human nature, in its current form at least, cannot allow for decentralisation at scale. The human element is the stumbling block.

So I propose that we DO

need a steward. A group, or even better, groups that help to steer the ship. This could even be a temporary measure, and one day maybe the DAO can succeed in a truly decentralised way. We may not have mastered DAOs yet, and we may not know exactly what works, and what doesn't. But, we have thousands of years of history that teach us the successes and failures of our ancestors.

IMO the idea of a 'Special Council'

wasn't a bad one, it was a sensible solution to the scalability issue. The problem is, we designed from what we knew, and ended up with a far too centralised hierarchical structure.

So how do we fix this?

Compensation Structure:

One of the biggest talking points was the compensation structure. Salaried pay in any start up can be a dangerous path, especially when there is no consistent revenue stream. This was our first mistake. As pointed out by a few people, payment for contributions to the DAO should be KPI based.

I agree and think that retrospective pay based on performance both compensates work, and protects the DAO in the event of under performance. Maybe a % of DAO revenue could be used?

Transparency:

One of the cornerstones of decentralisation. This IMO is crucial, and I think everything should be recorded. Every single aspect of the DAO should be transparent. But, it was pointed out yesterday that there are times where NDAs are used. Part of me wants to point out that you can't have your cake, and eat it. We either accept an element of centralisation or we don't.

I am not sure of the solution to this, but it 100% should be a talking point.

Accountability:

Anyone contributing to the DAO should be held accountable for their actions. It was pointed out yesterday that there are provisions in place to propose the removal of any elected official at any time. It's all good and well to expect someone to be held accountable. But, if we as a DAO do not exercise our right to hold them accountable then that is on us.

I also want to point out that for this to work, we need full transparency. We can't fix what we don't know.

Additional thoughts.

These are all valid points raised by people in the community, but I also believe that we need to dig deeper.

Voter Apathy, and overall participation in the DAO is at an all time low, and IMO will only get worse. We need to incentivise wider spread participation from the community. How do we do that?

Well, we need to fix the problems mentioned above, that's a given. But (I know, broken record!) the voting structure needs fixing. This is IMO the biggest contributor to voter apathy. I won't go into detail as I have detailed my ideas in my pinned post on X, and will post a more detailed explanation separately in this topic ASAP.

Essentially I feel we need to remove the 1 token = 1 vote system. It has never worked, and will only ever contribute to the centralisation of the DAO. You should NOT be able to buy votes!

As noted in yesterday's space - We find ourselves in a place where most proposals, or at least the ones that pass, are often based on popularity rather than merit. We need to open our minds, and objectively discuss what is best for the DAO, not what is popular. I have many other ideas about the overall DAO structure, but I will leave those for another day.

Final thoughts.

It has been quite rightly stated that any ideas should be raised via a proposal in the DAO. I just wanted to clear up why I haven't done that. I am incredibly passionate about the ApeCoin ecosystem, and want it to succeed. I believe that my experience with designing token based ecosystems, and passion for blockchain based voting structures, puts me in a position where I feel I can help steer the DAO in the right direction.

But sadly I am a 1 man band, I do not have the time or ability to execute all of the ideas mentioned on my own. But, I do want to help in anyway that I can!

This is also not a full proof plan, and it needs work. I am a true believer that the answer lies in more than 1 brain. We need a diverse range of perspectives and ideas, ultimately leading to more thoughtful and well-rounded plans.

Let's work together to make ApeCoin DAO a success (I so almost said "Great Again"

).

If you managed to make it this far, then thank you for taking the time to read. Your input is always welcome, so please let me know your thoughts.