TL;DR we intend to offboard GovAlpha at the end of August. We will work to ensure that the handover of responsibilities is as smooth as possible.

Introduction

We, @Patrick_J and @LongForWisdom, are announcing our decision to step down from the GovAlpha Core Unit at the end of August. We are sharing this news two months in advance to allow for a smooth handover of our roles and responsibilities.

Our decision is largely based on the recent changes to the role of GovAlpha following the transition to Endgame. This shift has reduced our enjoyment and sense of fulfillment in our work, as we spend more time guiding others through a complex, ever-changing governance landscape. We feel that staying with GovAlpha and continuing to draw salaries while not fully invested in these changed responsibilities would not fully serve the DAO or ourselves.

Despite our departure, we remain thankful for the opportunities that MakerDAO has provided us and our team. We believe it's now time for us to move on to new projects where we can focus more on Governance Design and other interests. We're committed to ensuring this transition is as smooth as possible.

Budgetary Considerations

We propose the following course of action:

- Cancel (yank

) the GovAlpha budget streams at the end of August (i.e. 23:59:59 on 2023-08-31).

- Settle commitments to contributors.

- Return remaining (DAI or MKR) funds to the protocol.

- Convert non-DAI/MKR holdings (currently USDC and ETH) to DAI and return to the protocol.

Handover

Below is a list of responsibilities that GovAlpha covers (or are supposed to be covered by Governance Facilitators or FacilitatorDAOs under endgame), that we will prepare for handover to a DAO-voted replacement.

Executive Process

- Governance-side Coordination

- Determining Included Content with Technical Teams

- Producing Executive Copy

- Publishing Executive Vote

Polling Process

- Ensuring poll requirements are met

- Trying to ensure poll requirements are set correctly for different types of polls.

- Producing Poll Copy

- Coordinating with any front-end teams (currently Jetstream) to ensure portals match and correctly support any polling requirements.

Endgame Artefact Interpretation

- Interpretation of the Endgame Atlas in the event parts of its conflict with universal alignment in practice.

- Interpretation and Modification of the Endgame Scopes in the event that they conflict with universal alignment, or are preventing the effective operation of MakerDAO.

Endgame Arbitration

- Arbitrating any disputes between entities in a Maker context.

Governance Administration

- Maintaining AVC records and display on voting frontends.

- Maintaining AD records and display on voting frontends.

- AD + AVC compensation management.

- AD + AVC onboarding and offboarding.

Endgame Alignment Enforcement

- AVC Monitoring

- AD Monitoring

Emergency Response

- Ensuring ADs respond to contacts in an emergency

- Emergency coordination role as needed

- Emergency communication role as needed

- Emergency Governance coordination for polls or executives.

Endgame Governance Scope Management

- Sourcing Advisory Council Applications

- Defining research RFPs

- Managing Advisory Council Budget

Documentation

To support a successful handover, we will be delivering a series of documents over the next two months. Documentation has been coded for ease of reference and eventual indexing.

- GHD = Governance Handover Doc

- GHD-EXEC-01 - Executive Process Definition (in partnership with technical teams)

- GHD-EXEC-02 - Executive Process Checklist

- GHD-EXEC-03 - Executive Copy Principles

- GHD-EXEC-04 - Executive Copy Creation Checklist

- GHD-EXEC-05 - Executive Copy Review Checklist

- GHD-POLL-01 - Poll Creation Principles

- GHD-POLL-02 - Poll Creation Checklist

- GHD-POLL-03 - Poll Review Checklist

- GHD-POLL-04 - Poll Publish Checklist

- GHD-AC-01 - AVC Onboarding / Offboarding Checklist

- GHD-AC-02 - AD Onboarding / Offboarding Checklist

- GHD-AC-03 - AD Compensation Spreadsheet

- GHD-EG-01 - Endgame Interpretation Thoughts

- GHD-EG-02 - Endgame Arbitration Thoughts

- GHD-EG-03 - Endgame Alignment Thoughts

- GHD-ER-01 - Emergency Response Recommendations

- GHD-GS-01 - Governance Scope Advisory Council Suggested Requirements

- GHD-SCSN-01 - Potential Successor Written Evaluations

- GHD-SCSN-02 - Successor Exercises Record

- GHD-META-01 - Governance Facilitator Responsibilities

- GHD-META-02 - LFWs Random Stuff

- GHD-META-03 - State of Maker Documentation

- GHD-META-04 - Handover Report

Succession Plan

Our recent call for contributors to GovAlpha had a secondary objective. We were scouting for individuals who have the potential to carry forward the work after our departure. Over the next two months, we plan to train interested participants, equipping them with the skills and knowledge required for the role. Should we identify individuals who demonstrate high calibre and suitability, we will make recommendations to Governance accordingly.

As part of offboarding, we consider it part of our responsibilities to do our best to deliver a range of viable options for Maker Governance to choose from as our replacements.

Exactly what structure potential replacements work under, terms, and prices will need to be negotiated between Maker Governance and the replacements in question.

To help ensure a base level of quality, we will run exercises and knowledge-sharing sessions to ensure that potential replacements have the best chance possible to fulfill the role without causing undue issues within MakerDAO.

Written Exercises

We will administer and provide feedback on a number of written exercises - the exact amount to be determined - in the following areas:

- Creating executive copy

- Creating poll copy

- Endgame Artifact interpretation

Practical Exercises

Likewise, we'll run practical exercises around the most critical processes that take place under the Governance Facilitator's responsibilities within MakerDAO. These will include:

- Polling Process

- Executive Process

Additionally, we'll invite potential candidates to shadow us on various live calls that are required parts of those processes.

Knowledge-Sharing Calls

We'll run a number of one-on-one and group calls with potential candidates. Likely we will start with one-on-one calls, and then schedule group calls when common misconceptions, confusions, and difficulties arise among the candidates.

Furthermore, Patrick and LongForWisdom will be available to answer questions and discuss aspects of the role as candidates require.

Replacement Governance Process

Near the end of August, we will administer a governance process with which to determine an interim

Governance Facilitator.

GovAlpha will also deliver written evaluations of potential candidates prior to this interim vote.

Post-Offboarding Support

After the end of August, Patrick and LongForWisdom will remain available for an additional two calendar months to answer questions and discuss aspects of the role with Governance-approved replacements to cover any issues that are only revealed over a longer term. In the event of an Emergency, Patrick may be able to make himself available to assist with response management - this will be contingent on a) availability and b) personal agreement that a scenario constitutes an "Emergency". An hourly rate would be charged for this assistance.

GovAlpha will not be exercising any Facilitator responsibilities, or retain any governance mandate beyond the end of August.

Timeline

The timeline covers when we expect to deliver each handover document and a rough timeline for the implementation of succession exercises.

Dates are the Monday of each week from next week until the end of August.

2023-07-10

- GHD-EXEC-02 - Executive Process Checklist
- GHD-EXEC-03 - Executive Copy Principles
- GHD-EXEC-04 - Executive Copy Creation Checklist
- GHD-EXEC-05 - Executive Copy Review Checklist
- SUCCESSION - Executive Exercises Start
- SUCCESSION - One-on-one meetings scheduled

2023-07-17

- GHD-POLL-01 - Poll Creation Principles
- GHD-POLL-02 - Poll Creation Checklist
- GHD-POLL-03 - Poll Review Checklist
- GHD-POLL-04 - Poll Publish Checklist
- GHD-META-01 - Governance Facilitator Responsibilities
- SUCCESSION - Polling Exercises Start

2023-07-24

- GHD-EG-01 - Endgame Interpretation Thoughts
- GHD-AC-01 - AVC Onboarding / Offboarding Checklist
- GHD-AC-02 - AD Onboarding / Offboarding Checklist
- GHD-AC-03 - AD Compensation Spreadsheet
- EXERCISES - Interpretation Exercises Start
- SUCCESSION - Group meetings scheduled as needed

2023-08-07

- GHD-ER-01 - Emergency Response Recommendations
- GHD-META-02 - LFWs Random Stuff

2023-08-14

- GHD-EG-02 - Endgame Arbitration Thoughts
- GHD-GS-01 - Governance Scope Advisory Council Suggested Requirements
- GHD-META-03 - State of Maker Documentation

2023-08-21

- GHD-EG-03 - Endgame Alignment Thoughts

- GHD-SCSN-01 - Potential Successor Written Evaluations

- GHD-SCSN-02 - Successor Exercises Record

- SUCCESSION - Interim Facilitator Votes

2023-08-28

- GHD-EXEC-01 - Executive Process Definition (in partnership with technical teams)

- GHD-META-04 - Handover Report

Feedback

Part of the reason we're posting this plan two months in advance, and covering what we intend to do fairly thoroughly is to give time to adjust the handover plan in response to feedback from the community and other ecosystem actors.

If you think we need to add anything to this plan or modify aspects of the timeline, please let us know either on this thread or reach out privately to discuss.