

Been gone for a minute, but now I'm back... What'd I miss?

First off, I'm not here to tell you how to vote on [AIP-466](#) or say that the Working Group (WG) structure is perfect. Heck, I'm not even going to tell you that it's efficient. But what I am going to tell you is, don't get it twisted — the Governance Working Group is built different, and trying to paint any picture other than that is noise.

In fact, I'm gonna ask you to take a quick breath and give me three examples of a more accountable, high-impact grant recipient in the history of ApeCoin DAO outside of ThankAPE and Boring Security; who takes a more community-focused, multifaceted approach.

Three is actually pretty generous. How about one?

Now think about how many failed and/or unaccountable grants have been issued by the DAO, and you're looking to shut down a premium top-5 example? Sorry, I'm not following. If you're looking to shut down the WG structure as a whole, that's fine, but trying to scapegoat us as some under-delivering group — when we not only hit every OKR but obliterate them and all associated expectations — is no bueno. Don't cheapen what we have done for the community, and don't try to erase our personal accomplishments, which will live with all of us well beyond ApeCoin, just to get a bigger ideology over the finish line. This approach also seeks to embarrass us and the voters who believe in what we do, which, to be clear, is the large majority of the voting ApeCoin DAO, as shown by both the election and financial plan voting results.

So keeping all of that in mind, and whether you're new around here after getting caught up with the latest copy/pasta on Twitter [likely taken way out of context] or just need a reminder about what the GWG does on a day-in, day-out basis, I'm gonna give it to you straight.

ApeCoin DAO innovation:

- The first body under the ApeCoin umbrella to start issuing small grants.
- The first body under the ApeCoin umbrella to execute grants fully on-chain.
- The first body under the ApeCoin umbrella to normalize the regular use of professional service providers to assure that what we are delivering to the community is first-class
- The first body under the ApeCoin umbrella—and broader ecosystem—to run an official voting delegation program
- The first body under the ApeCoin umbrella—and broader ecosystem—to develop a suite of education and training resources [including proposal writing mentorships] for not only the ApeCoin community, but also those from the community who help administer the training
- The first body under the ApeCoin umbrella that has not only once, but consistently, brought together representatives from all primary voting delegations in the same room to discuss pivotal ApeCoin DAO proposals like the Banana Bill and the ApeChain RFP — with all pitch authors present.
- The first body under the ApeCoin umbrella to provide rewards for process improvement ideas and to develop a resource bank for community member service providers — whom we have used on an ongoing basis.
- The first Working Group under the ApeCoin umbrella to develop an independent legal structure to help further decentralize the DAO and de-risk the APE Foundation as well as ourselves.

ApeCoin DAO Twitter Spaces & Newsfeed:

We also create content. [A LOT OF CONTENT](#). The ApeComms and the ApeCoin main account do a good job getting information out there, but so do we. And we do it on a daily basis, with full-time creation coupled with images to make digesting our messaging easy. We also run offset Twitter Spaces each and every week — one with OpenCampus on DAO education, and the other with Aaron Haber and Ernest Lee, pairing voting delegations and AIP authors with all sorts of interesting reward mechanics (thank you Aaron for leading, and developing, this outstanding initiative!).

Quick Fast Fact:

Guess how many contributors the GWG issues compensation to for their ongoing contributions with us?

Well, including Stewards, program coordinators, the DAO Secretary, proposal writing coaches, and grants committee members — the number is 18. Can you believe that? Fifteen of those selected directly from the ApeCoin DAO community. This number is actually far more when considering other types of service providers, and an additional 3 with the Facilitator team up until a little less than one month ago.

Transparency & Reporting:

This has been paramount for us.

Have you ever seen anything from any grant recipient who's received DAO funding provide anything like this on a regular basis? Most companies or other DAOs provide one-pagers. We go the extra mile, recognizing that more often than not,

there will be new viewers for these documents who may not yet fully understand what we do, so we create a refined handbook for them.

- [GWG 2024 Q1 Transparency Report](#)
- [GWG 2024 Q2 Transparency Report](#)
- [GWG AIP-317 Budget Impact & Transparency Report](#)

Want to know something else that's kind of interesting? Outside of producing [some form] of quarterly reporting, we aren't mandated to deliver upwards of 90% of what we do.

Our core responsibilities were written before I arrived here [July 2023] has four line items on it, two of which were salaries... But we don't roll like that. We are here to drive value to you, the COMMUNITY.

Is the setup perfect? No, but no startup is, and that is exactly how we treat this because that's essentially what we are. That is really what every DAOs is, as we are all new and feeling our way around what works and what doesn't.

Compensation? Let's talk about it:

Recently, we parted ways with the Facilitator team. This was based on many logistical reasons, primarily revolving around contract differences. All great guys, all very passionate about the DAO — and all of whom I consider friends. But the GWG needed to start pairing comps down, and we didn't want to be the ones determining what value that initiative is bringing on a cost vs return basis, and in-turn didn't want to be the ones asking you for the amount of funding that has become normalized over the years.

As far as the DAO Secretary role goes, we are all very sad to see Bojangle leave. And on a personal level, I have known him as a friend for quite some time and have always worked well together. He's smart, organized and well rounded. But that role also needed to change, particularly for the reasons listed in his [resignation statement](#) posted in here a few days ago. And I'd be remiss not to add that the compensation for this position was set to decrease on October 1st from \$7,000 USD per month down to \$5,000 USD per month.

The last thing I'm going to add on this topic is a simple reminder that NOBODY working at the DAO on a Working Group level has access to benefits, overtime, sick leave, medical, dental, health insurance, pension, childcare assistance, or employment insurance [which it's looking like all of us could use in a few weeks] — so let's chat a little about that next.

THIS IS MY JOB. And one that I take extremely seriously, which far exceeds full-time hours. And I couldn't tell you how many job offers I've either declined because it would affect my ability to perform at ApeCoin, or had been blocked because I was an elected member, no matter how far out of my GWG scope those positions would have been. We are also required to disclose if we are being paid in relation to other AIPs, a logical request, but for the record, for every one or two times you see my name listed as an [unpaid] advisor on an AIP proposal, there are +20 hours of separate guidance I provide to other AIP authors that you don't see my name on. Why? Because I care. I care about you, I care about the DAO — I care.

Let's actually chat about scope, or more specifically all the work that gets done outside of it...

Every Steward partakes in an insane amount of business development and ecosystem growth activities — unpaid, and entirely out of scope. We are official ambassadors of ApeCoin DAO 24/7, whether asleep getting messages on Twitter, Discord or Telegram, or at an IRL event that we likely paid to attend out-of-pocket.

Shutting Down Individual Working Group Initiatives & Clawbacks:

This is wild to me.

It's one thing to shut down Working Groups, another to shut down all Working Groups without giving the ApeCoin DAO community an opportunity to see what's going on with them on an individual level, and a whole other to start targeting specific initiatives — particularly fully approved, funded, operating and successful initiatives.

This where [AIP-466](#) really starts to get away from me, as for some reason it has singled out the GWG on-chain small grants program.

This is a highly organized program with a 13 person voting Committee that is constantly evolving. It's also the first on-chain grant executing program in the history of ApeCoin DAO. We're actually even on a one-week pause to recalibrate a little, digest feedback from our committee, and come back with some new experimental adjustments to continue optimizing output while conserving its overall allocation, which has provided direct assistance to countless MBA programs and numerous Apefest events, helping take the burden off of Yuga Labs, ThankAPE and the BAYC Council.

Future plans for this initiative involve streamlining a more categorized approach with mini-RFP style rounds targeting specific needs of the broader ApeCoin ecosystem — and everyone who has anything even remotely to do with the program will tell you about it, as we have open group calls on a biweekly basis with everyone.

Also, imagine looking to target DAO education and the impact we're making with Open Campus from Animoca Brands on the APE_U initiative. That is an absolute embarrassment to be looking to shut something like this down with "an orderly wind-

down of the operations of any/all activities and entities (e.g. sub-DAOs) associated with the affected Working Groups”.

The Delegate Accelerator, a separate high-impact initiative, is another education-focused program that has literally created 10 new voting groups and further empowered four smaller, already-operating communities.

Furthermore, with a claw back on already approved funds for an already approved initiative, why would anyone want to possibly try and go through the AIP process AGAIN to put it back up, after it has been stopped dead in it's tracks, often involving professional service providers.

This is the equevelant of a municipal government shutting down a public school which has overwhelming support from it's surrounding community, laying the teachers off and then suggesting to reapply for the same amount of funding afterward because its valuable infrastructure.

Furthermore, suggesting to claw back funds from one Working Group to back pay Stewards from another is very, very odd, assuming that is the intent of “To pay in full, to affected stewards, any/all amounts that are in arrears.” And if so, are we now suggesting that the work of the GWG Stewards is equal to that of Stewards who have been expected to operate with no budget? Look, the GWG is proud to have helped multiple Working Groups with unsecured loans to assist with their legal formation and other reasonable requests, all of which have been paid back in full. However, not only is the system for new Stewards and Working Groups broken—forcing them to go through elections just to get here, and then telling them they have to do it all over again to actually get anything done—but how could we possibly compare what they are able to do with fully functioning, entirely funded Working Group Stewards executing their duties?

I'm also not sure how a price tag could be put on this considering there is absolutely no actual mandated salary for Stewards, particularly outside of the Governance Working Group. In fact, the only reference to Steward compensation was written back in March 2023, and as the image below shows, expired in August 2023, and only even ever applied to the GWG.

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In Closing:

As mentioned from the top, the current WG structure is not ideal, efficient or economically sound for a sustainable ApeCoin DAO future in its current iteration.

But the GWG is quite simply not the same, and the DAO needs public infrastructure — a body that can operate community-driven initiatives with a team in place to manage them, which is exactly what we have evolved into and planned to keep doing.

I'll also add that there is a large element of pride in my writing, as I'm the one who leads this group, have been here the longest, gone through two elections with a total of eight successful DAO-wide campaigns under my belt and had the progressive vision to evolve the GWG into something much more than the four line items listed back in 2023. But none of that pride would ever come before what's best for the DAO or the wishes of the ApeCoin community, nor would it skew my reasoning expressed in this message.

So, all of that being said, once the dust settles and we see how the community votes, if it's determined that the Working Group structure as a whole is not what the DAO wants, the GWG legacy should live on through its initiatives—whether on a short- or long-term basis, depending on the amount of funding left over—and not

be clawed back, cheapening everything we execute successfully, every day of the week.

Some examples might be...

- Once on-chain small grant funds are exhausted, offer that infrastructure to ThankAPE.
- For the Delegate Accelerator, perhaps [@bigbull](#) and [@shotgun.tobi](#) put up an independent proposal for the APE Foundation to delegate APE out to groups on behalf of the program, with any existing funding currently used to delegate out, sent back to the ApeCoin DAO treasury permissionlessly, minus a reasonable amount to maintain its operations.

Lastly, I just want to mention [@SmartAPE](#) and [@capetaintrippy](#), whom I both know and respect. Although I'm frustrated with this approach, my post is written with an understanding of the broader thinking you share. But as someone who has lived, eaten, and breathed ApeCoin DAO since joining as an elected member back in July 2023, I'm going to go to bat for my team and what we've built.

AC

[Homepage of the ApeCoin DAO Governance Working Group Initiatives Hub:](#)

- All of our programs accesible from one place.

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[ApeCoinGWG x OpenCampus APE_U Education Program:](#)

- We are ApeCoin education.

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[ApeCoinGWG x UMA On-Chain Small Grants Program:](#)

- The first small grant program under the ApeCoin DAO umbrella
- The first grant program to be executed fully on-chain

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[ApeCoinGWG Delegate Accelerator:](#)

- The first program to delegate voting power out to the community
- 14 total voting groups; 10 established; 4 existing
- Over 2,000,000 APE in combined voting power when including APE that these communities either purchased upon joining the program or already held

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[ApeCoinGWG Community Governance Improvement Program:](#)

- Empowering the ApeCoin ecosystem by inviting community members to submit ideas that enhance governance processes or address other areas within the GWG's scope for APE rewards
- Resource bank for ApeCoin DAO community members who provide services for a fee

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[ApeCoinGWG Global Community Committee:](#)

- Monthly delegate calls
- Representatives from all ApeCoin DAO voting delegations
- Discussions on current ongoings and presentations from high-impact AIP authors

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[ApeCoinGWG Community Polls:](#)

- AIP Author Feedback: [AIP Author Feedback](#)
- ApeCoin DAO GWG General Feedback: [ApeCoin DAO GWG General Feedback Survey](#)
- ApeCoin DAO GWG Transparency & Communications Survey: [ApeCoin DAO Governance Working Group Transparency & Communications](#)

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[ApeCoinGWG MadeByApes Voting Delegation Onboarding Kit:](#)

- Created for the upcoming Yuga Labs created MBA voting delegation
- Various onboarding tools to help make better informed decisions

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[ApeCoinGWG Website:](#)

- Offered in five languages

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[ApeCoinGWG Gitbook:](#)

- Various technical documents and applicable information

[ApeCoinGWG Community Voting Dashboard:](#)

- Various ApeCoin DAO voting metrics
- Real-time push notifications on mobile once AIPs go live on Snapshot

[ApeCoinGWG \[Twitter\] News Feed:](#)

- Over 5300 followers
- Daily ApeCoin & ApeCoin DAO coverage
- Weekly Twitter Spaces
- Nearly 763,000 impressions so far in 2024
- 5200 Retweets
- 4600 Replies