Non-constitutional AIP

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Abstract

The Arbitrum DAO system, while having significant activity and throughput, lacks clear alignment and accountability, undermining confidence in its impact. Simply put, the community has varying confidence that our current way of working can and should continue.

This proposal would sign Disruption Joe and Alex Lumley to six-month exclusive full-time work for Arbitrum DAO.

The total risk is the cost of paying them. The potential upside is the alleviation of critical problems. This proposal has the potential impact of increasing the throughput of successful DAO initiatives by an order of magnitude in 2025.

Motivation

The primary motivation of this proposal is to develop a governance operations system that facilitates improved accountability & alignment.

To be able to improve the confidence in our systems, we must understand the problems that are currently undermining our efforts.

Delegates are telling us:

- They do not have a reliable way to quickly see the status of ongoing initiatives causing excess time spent trying to gain context on each of a growing number of initiatives.

- Many proposals do not specify specific goals or milestones making it difficult to understand if they are making progress.

- Most initiatives can not be understood in context to the overall priorities of the DAO .

- Many proposals did not account for all critical components needed to successfully execute, causing excess time figuring out how to alleviate preventable issues.

- Every initiative seems to be relearning many of the same operational lessons causing the DAO to spend time and resources redundantly.

Builders are telling us:

- The DAO is moving too slowly causing them to lose faith in the ecosystem.

- The support available from Offchain Labs is different now that OCL is focused on Orbit and Stylus adoption causing them to be unsure of their commitment to Arbitrum One

- They are unsure the DAO's intended outcomes making it hard to align their roadmap with DAO driven initiatives such as proper timing to utilize the Security Subsidy Fund.

Contributors are telling us:

- It is very time-consuming to do the discovery to find out if delegates are interested in supporting a proposal causing them to question their participation in Arbitrum DAO.

- There isn't any list of work to be done, desired outcomes, or even current areas of focus causing them to make proposals which feel like a "shot in the dark".

- There isn't a quick process to approve a small change to a passed proposal whether it be deliverable dates or the need for additional funds making it difficult to ensure success.

- There isn't an open process for selecting priorities causing them to worry about vendor lock-in making their attempts to participate potentially futile.

- They are frustrated knowing that there is plenty of work to be done without a budget available to do the work of

determining next steps.

The DAO currently lacks confidence in its ability to provide throughput of quality work executing on the most impactful initiatives possible.

Rationale

This proposal has a relatively low cost and a very high potential impact. Both Disruption Joe and Alex Lumley have played key roles in passing earlier DAO proposals. This work requires high context individuals and builds on previous research from Blockscience, "Arbitrum Expert Service Provider Network Program Development" (commissioned by a Thank ARB firestarter grant).

For six months, they will provide governance operations support including execution support, filling in gaps in proposals, and documenting the set of systems & processes used by the DAO. Beyond the deliverables listed in the specifications, they will commit to exclusively working with Arbitrum which may include participating in work groups, organizing and facilitating meetings, and being a point of contact for general DAO inquiries.

Risk

Small Reward

Potential Reward

The cost of funding two full-time contributors for six months or less if the DAO decides to cut it early.

Clarity in the current initiatives intended outcomes, milestones, and progress. Saved delegate and contributor time. Allows for higher-impact proposals to be passed.

The DAO unlocks the ability to pass a higher number of higher impact proposals at a higher rate creating an order of magnitude increase in overall impact. Arbitrum DAO stands out as a leader in organizational innovation.

Specifications

This proposal should be evaluated on three levels (as all proposals should). These are output, outcomes, and impact.

Output

Outcome

Impact

Host Monthly Governance Reporting Calls

Delegates find the Monthly GRC useful and improving

Delegates feel that this work is saving them time

Conduct Monthly Confidence in the DAO Snapshots

An increasing Confidence in the DAO score

Higher trust and engagement in DAO governance

Act as counterparty to ongoing initiatives including weekly check-ins

Contributors feel supported

Increased contributor satisfaction and retention

Fill in executional gaps in ongoing initiatives

Initiatives remain on track and aligned with goals

Greater accountability and progress tracking

Conduct close out interviews with initiative leads to document learnings

Learnings are documented and shared

Enhanced knowledge sharing within the DAO

Design a communication rubric to quickly illustrate the status of initiatives

It is easy for delegates to assess

Improved decision-making by delegates

An outcome database is started to establish a hierarchy of outcomes

Anyone can see the status of all outcomes the DAO is working towards

Better strategic alignment of DAO efforts

A proposal database links initiatives to the desired outcomes

Proposals are aligned with desired outcomes

Efficient use of resources and targeted initiatives

A governance operations wiki is made to document processes & playbooks

Governance processes are transparent and accessible

Operational efficiency and onboarding improvements

Steps to Implement

1. Forum Discussion

: 10/4-10/9

1. Snapshot

: 10/10-10/16

1. Tally

: 10/17 -

1. MSS to send proportional payment for 10/15 - 11/1 and start linear token stream scheduled through the remainder.

Timeline

As full-time contractors, our work would be towards solving the problems listed above and earning the right to work on more advanced ecosystem needs. Thus, we would be committing to fully executing the accountability phase. The alignment and throughput phases listed below are only intended to inform the direction of efforts if all accountability deliverables are met. We intend for the compensation to include a bonus structure which would reward work accomplished in the alignment and throughput phases.

Phase

Description

Key Deliverables

Accountability

Will execute and facilitate adoption of tools by 4/15/25.

Conduct stakeholder engagement

A regular cadence of meetings with initiative leads, design and implementation of structured reporting, and the creation of feedback loops via Monthly Governance Reporting Calls.

Develop & maintain critical documentation & processes

Develop a suite of well-documented systems and processes to connect and make publicly available a well-organized repository of critical information.

Fill in gaps in execution

From operational duties not compensated in the MSS proposal to general support for any working group.

- Host Monthly Governance Reporting Calls

- Conduct Monthly "Confidence in the DAO" Snapshots

- Act as counterparty to ongoing initiatives including weekly check-ins

- Fill in executional gaps in ongoing initiatives

- Conduct close out interviews with initiative leads to document learnings

- Design a communication rubric to quickly illustrate the status of initiatives

- An outcome database is started to establish a hierarchy of outcomes

- A proposal database links initiatives to the desired outcomes A governance operations wiki is made to document processes & playbooks

Alignment

Bonus work which can happen in parallel if we have capacity.

Develop and document selection processes for Pillar Stewards & Expert Council

Document onboarding process for Pillar Stewards & Expert Council

Create Playbooks for prioritizing and procuring initiatives

- Draft rights and responsibilities for Pilar Stewards & Expert Council

- Develop selection processes for Pillar Stewards & Expert Council

- Develop playbooks for prioritizing objectives/goals, and outcomes

Throughput

Bonus work that is least likely to be executed before 4/15 but is directionally where we are headed.

Pass Pillar budget & selection of one Pillar Steward and Expert Councils

Selection of two or more Pillar Steward and Expert Councils

Development of automation tools including Den, Hats protocol, etc.

- Pass a Pillar Budget Proposal

- Run the selection process for a first Pillar Steward & expert council

- Ratify more Pillar Stewards & Expert Councils

The output of all three phases being completed would be a set of feedback loops for accountability using the methodology discussed in ["Make Arbitrum Alignment Legible"](#) post on the Arbitrum forum.

Overall Costs

Based on other full time employment proposals. Open to suggestion. Estimating $200k for 6 months.

Post Script

We are very open to meet with delegates and discuss this proposal idea. While we aren't on a hard timeline, we'd rather keep things moving forward, hence posting this proposal to be discussed in public. Thanks to all who volunteered initial feedback.