A Letter to the Voters

The Dark Jedi Brotherhood is an online club dedicated to Star Wars fans. Our club's purpose is to provide entertainment, enjoyment, and fellowship to its members. My role as the Grand Master is to ensure that I am responsive to our members desires, to direct the Dark Council in the development of activities that our members find enjoyable, and to hold our leaders accountable.

Priorities:

1. Conduct a data driven analysis of the processes associated with **Houses and Clans**. This includes the designation of Light/Dark/Neutral alignments, the placement of new members into units, and the processes associated with clanning/declanning.

2. Conduct a review of the **Dark Covenant** with the Justicar in order to remove vague or undefined language. This review will include a series of recommendations to the Dark Council on addendums to existing articles. The addenda to be added will ensure the justice system is working fairly and as intended.

3. Conduct a review of the **core duties** assigned to the Dark Council, Society Leaders, and Tribunes. This review will determine what products or administrative duties our leaders should provide and what areas we can improve upon. This will include an increased focus on the development of the Fiction Society.

4. Participate and guide our younger generation with a focus on **leader development**. The growth and future of our club is dependent on our new members and developing new leaders is tantamount to our success. This means providing new members with leadership opportunities and providing them with feedback, support, and encouragement as they learn the ropes of leading in the Dark Brotherhood.

5. Conduct a review of our core **gaming platforms** with a recommendation to automate matchmaking in DB gaming, establish a zero troll zone in DB Gaming, and launch the return of gaming nights.

6. Conduct a review of the DJB's **fictional universe** and prepare our club for a transition to the Episode 7 Universe. This transition will fall on the shoulders of the Voice, but I will remain heavily involved in the fictional direction of our club.

7. Conduct a review of our existing r**ecruitment and outreach** in preparation for the arrival of the standard influx of Episode 7 members. Included in this review will be a secondary review of our new member experience and join process, to include the implementation of the new Test of Lore.

8. Increase the **transparency** of GM and Dark Council projects, decisions, and planning processes. The reporting process offers the DC an opportunity to provide members with a timely and accurate picture of what they are actually doing. I will work with the DC to ensure the membership knows what is happening and why rather than providing vague descriptions of secret projects.

9. Conduct a thorough review of processes and systems related to our **Vendetta** level competitions. We will conduct a Vendetta on or around the release date of EP7. This event, the rules, the metagames, the lead up, and all related items will be completed and polished prior to release. This will require a running dialogue with the leaders and members of our club to ensure we deliver an event worthy of our club and EP7's hype.

This list of priorities is does not include every project or task currently underway within the Dark Brotherhood, but it does provide my priorities. The reviews detailed above will result in some changes to existing Dark Brotherhood systems. This is a natural progression that occurs with the changing of leadership.

I am a decisive leader who listens to advice from a wide variety of individuals within our club. I believe in collaborative discussion and analysis, but at the end of the day, I am going to make the decisions. I am also not afraid to make those decisions in a extremely deliberate and timely manner. Change will occur with my appointment. I want everyone to understand that.

Finally, I believe it is appropriate to address my poor behavior dating back 20+ months ago. As some of you may know, I came onto mIRC exceptionally drunk on back to back occasions and lost my mind. I attacked a small group of members during those incidents and paid dearly for my actions. I lost a couple of long term friends and I spent months repairing my reputation. The bottom line is this, it will never happen again. I bring this up because I feel it is appropriate to let everyone know the level of embarrassment I felt at creating such discord in a club that I love.

This letter to the voters is deliberately short, does not include any resume, nor does it provide an internal look at who "Matt" is in real life. Most of you know me, know what I have done in this club, and know that I am a team builder interested in the betterment of the Dark Jedi Brotherhood. However, this document is built on Google Docs specifically to allow the voting members the ability to ask any question that they wish in order to make them comfortable with their vote. I am open to your questions.

Matt

Questions

What will your review process for leader activity be, encompassing Dark Councillors to their Praetors/Magistrates, Consuls, Quaestors, so on? There have been instances in the recent past of leaders going inactive from regular reporting, IRC activity, as well as straight lack of email/contact of any kind. What are your expectations for leaders' public presence and how will you approach faults? The same question to staff now that holding a position does have a positive credit effect.

-- Aabsdu Dupar, Master at Arms

Our members volunteer and our leaders volunteer, but this club can only provide you what you put into it. This form of accountability includes the Dark Council, Leaders, and Staff members. What will my review process be? Well, first of all, I have been watching and reviewing for the past few months. I have a pretty good feeling for who is on the ball, who is off the ball, and who has decided to check out of the game.

In short, I'm going to ask people to do the jobs they volunteer for. If they can't do the job they volunteered for, they need to move along. Simple, but I don't plan on conducting business reviews of our staff or anything like that. :p

What are your thoughts on new member allocation? Is it fair the way it is or could it use revisions?

-- Scion Altera, Quaestor of House Tarentum

I honestly believe that we need to review new member allocation. New member placement is my #1 priority. Mav and James have been pulling new member data from the website and we have been reviewing the results. The bottom line, random joins have no statistical advantage to progress in a Clan or a House. This goes for random joins reaching a certain rank or for random joins going AWOL/Rogue. The numbers, across all seven units, are nearly identical (this is not the same for recruited members, which remains the best way to build new members).

So yeah, we need to look at the current system and determine if it is fair. I believe the numbers will help us determine the answer to that.

You mentioned wanting to increase transparency in the club, but don't mention specifics. What specific ways would you increase transparency? Would this extend into things like competition and fictional development?

Transparency:

1. **A project status page viewable by the entire club, with those responsible for that project identified. We used to have a calendar and a project list/priority list available for the masses.**
2. **Reports: I'm not a report Nazi, but I think reports should be more about what we are doing to help this club, and less abouts secret squirrel projects that I'm just going to hint about. If a DC member puts out a report that doesn't tell you what they are doing, they are failing.**
3. **GM Decision Making: If I fire, hire, remove, award, or make changes to the Dark Brotherhood, our members deserve to know why. How did I make the decision, what was it based on, ect.**

Current policy requires GM approval of all leadership positions above BTL. Will that continue?

I select Consuls and Dark Council members. I give a head nod to PCONs. Below that, requires an email to me. Nothing more. I can codify that somewhere. The only time I might raise an eyebrow is when an AED or QUA has a dubious history in our club. For example, a convicted cheater. That doesn't mean I would say "NO", but it does mean I might ask for a conversation. But, for the most part, you run your own organization how you want to. BTLs...I don't need an email or anything on those selections. You don't need me that deep in your business.

I'm curious to hear how you believe your current perspective (having already been in the GM chair, and then taking some time away from it) will inform how you'd do the job this time. I don't mean this in the way of "what would you do differently if you could go back in time" but moving forward, do you have a different way of looking at things now or is your general "style" fundamentally the same?

-Vivackus Kavon di Plagia, Consul of Plagueis

No river is ever the same from moment to moment? Too philosophical? I have had a lot of life changes over the past 8 years. Two combat tours, two kids, grad school, and a million other little events that have changed me as a person. I'm still going to be decisive, I'm still going to be interested in leaders accountability, but I think you will find I'm 1) Extremely Relaxed, especially compared to 2007 Sarin. 2) I'm extremely open to collaborative projects and decision making. I don't mind lifting the veil and letting people see the Wizard 3) I'm extremely open to change.

I think most people would expect an old (not as old as some) Grand Master to be stubborn, set in his ways, and fixed on keeping the DB as he remembers it. I'm not. I'm open to fundamental change in our club in just about every area, as long as we have some sort of metric to back up that change. If people think something sucks...and we

can make it better, I want to make it better. It doesn't matter who comes up with the idea (from APP to DP).

Too long of an answer, but it was a good question. Style? I'm going to be driven by improving our club, being open to everyone, and staying as far out of political squabbles as possible. :p And using tongue symbols, a lot.

Coke or Pepsi? :P
-Viv

Neither. I gave up the soda in 2005….fitness and all that.

Much of the progress in the DB, especially in big projects is often halted by getting bogged down in minutia, or constantly trying to upgrade and add new systems. There is a saying in the entrepreneurial sectors of start ups, which is "fail fast or win big", basically trying to espouse the theory that in order to win big, you can't get bogged down trying to make everything perfect. Sometimes you just need to roll the dice, and accept that something works, or fails. Given the soon to be rapidly evolving nature of the Star Wars universe, how will you address the need for the Brotherhood, and its systems to rapidly evolve to keep up with it?

- **Yacks**