



The TEC is proactive to transparency.

This call is being live streamed and recorded for use on our media channels.

## Communitas Agenda & Notes

**Monday 31st of october, 2022**

**Attendees:**

**What's one goal you have in mind for yourself or the TEC?**

- Evolution of Communitas and TEC Transformation
- Check on the *Introduce Yourself* channel
- 

**Monday 17th of october, 2022**

**Attendees: Costa, Bear, Amenek, Gideon**

**What is the first community that you remember that you belonged to?**

- **Costa:** playing pokemon with friends
- **Bear:** playing soccer, training and hanging out with friends.
- **Amenek:** Africa youth foudnation, exchange program.
- **Gideon:** Neoughbourhood as a little kid. Hanging out on the street.
- Intro Channel

It is great when more than one person introduces themselves to someone. Just an emoji, or any other interaction that does not take much time.

Simple texts and sentences makes people feel welcome

People that have been around for a long time are introducing themselves right now that we have a channel.

- Amenek from DaoLens: Onboarding optimization

Daos facing issues of people not introducing themselves. There is no HR in DAOs. People have to figure out it for themselves. No means to understand what is going on.

Free version for Daos to deploy.

Will get in contact with Costa with further details

## **Monday 3rd of october, 2022**

**Attendees:** Edu, Irem, Natesuits, Costa. Gideon, Enti, Gene, delightfullabyss, bear100

### **What question would you like to be asked as an intro question?**

- Questions along the lines of topics that we care about on the TEC.
  - Economic models.
  - More simple questions, like ice cream you liked, just to break the ice.
  - Questions that catch the essence of why are you here.
  - A mix of light and fun questions and deep questions like the reason for people to be here.
  - Instead of questions meditations, like Livi did in Soft Gov.
  - Questions about motivations, passions, how they like to contribute..etc
  - Questions that make people think deeper, and that can bring characteristics of someone to light, to get to know each other more.
- Discord updates  
It went well. Got consensus around the changes done. Way less channels in the community section. Still need a name for "General"(Conversations, general talk)  
General Channel Name Brainstorm:
    - General convo
    - Conversation(s)
    - Calendar: Moved to Community
    - Play your song Channel: Which one works.(Get REx's opinion) Compare chip and tempo, and choose one.
    - Help moved to Community. Remove Support section
    - Archive recordings
  - Multisig updates.  
Needs to be changed to someone who is part of the WG.
  - Reputation update.
  - Feedback from Orientation call.
  - New format for Community calls
    - TEC Spotlights
    - Can we restructure verbal praise 15 min max?
    -

## **Monday 26th of September, 2022**

**Attendees:** Enti, Irem, Bear100, Gideon100, Costa, rathermercurial, Eliade.

## What would be your ideal version of governance?

Reference by Enti: <https://www.jokedao.io/>

- [Eliade presentation](#) - [Giveth page](#).
- Discord cleanup
  - Voting on the channels to eliminate: Amplify, Ideas, **Lounge, community-hall, memes(?)**, get-involved (?)
    - Also **delete memes party channel**
    - **Tec github updates - ecosystem channels: done.**
  - Announcements - TEC communications channel - general: What should be our main communication channel? Should we keep one or two?
    - Announcements: an idea is to lock it down, could be our official communication channel
    - Change **general** channel name.
  - To look into: Lab, legal, governance guild (contact livia and angela), twitter feed, job board, global and coordination categories, feedback and bug report, lounge (voice channel), meme party (can go into an archive)
  - Good to remove categories too: idea to move community hall to the top and then working groups
- Otterspace: any update?
  - Reputation system.
  - A simplified version: stewards, members
- Feedback from orientation data.
- Simplification of the onboarding process.
  - Removal of the Survey Bot
  - Focus on more human welcoming
  - Keeping the follow up
  - Simplify version of the community offering (introduction) to welcome them into Praise.
    - Take out the start here. Archive, just keep orientation. A lockdown channel with information.
      - Make a text post for the landing page.

## Monday 19th of September, 2022

Attendees: finesto, Costa, bear100, Irem, Enti, Eduardo.

## What is your dream holiday?

- Otterspace:
  - [Telegram group](#).

- Steward responsibilities
  - Prepare call / facilitate the meeting (Costa)(Irem).
  - Join stewards call / retrospective call / sprint planning (Costa).
  - Onboarding call / Community Call (Irem / Costa)
    - Needs support from Steward from onboarding call. Enti also.
  - Compensation (Edu will keep doing until we find replacement)
  - Other stewards support.
- Community offering channel description and choosing articles to pin
- Meetings calendar checking.
  - Change orientation call to 8PM CET.

## Monday 5th of September, 2022

Attendees: LBS, MountManu, Enti, Eduardo, Costa, Bear100, Irem, Chuy

**If you could meet anyone in real life, who and why?**

- [OtterSpace](#)
  - Handover to Enti
- [Roadmap to new member model.](#)
  - [Zenhub issue assigned to it.](#)
- Reputation (Enti + Bear)
  - Proposal:
 

<https://app.clarity.so/Sampo/notes/671e41c6-89f6-42c0-8754-f2bd9bb0bc46>
- Hand Signals Presentation w/ LBS
  - [Hand Signals & Video Communication](#)
- Mt. Manu's issue
- Rescheduling of WG calls.

## Monday 22th of August, 2022

Attendees: **POSTPONED**

**If you could meet anyone in real life, who and why?**

- OtterSpace
- Hand Signals Presentation w/ LBS
  - [Hand Signals & Video Communication](#)

## Monday 8th of August, 2022

Attendees: Irem, Costa, Irene, LBS, Gideon, Marinatsay

What/where has been your favorite vacation/holiday's that you can remember?

- Otterspace update: We had a meeting today. Gideon and I gained access to the beta, and will test it this week, and provide feedback before their launch on optimism.
- [Membership revamp](#)
  - Token gated efforts: will run until the end of the year.
  - Sha Update: also an output on twitter, to acknowledge people. Content curation. Greatest hits option that will go into token gated channel.
- [Research from Bankless DAO](#)
- Spreadsheet updates
- Channel for governance: Advice process dedicated channel. Get better to lead up to the public aspect of the advice process. Public record of the proposal pre-production. Update the way we format on the forum the advice process posts.
- LBS workshop : MONDAY 22th.

## Monday 25th of July, 2022

Attendees: Irem, Costa, Eduardo, Gideon, Bear100

How are you? But really how are you?

- Who is going to be around in august?
  - Costa, Irem, LBS, Eduardo, Bear100
  - Gideon: 19th to 7th of september.
- Updates regarding stewardship.
  - Vision for Communitas
  - Do you know anyone good at onboarding?
- Updates on the template for contributors.
- Otterspace preparation incoming
  - Fill this form: <https://airtable.com/shr8ULGEfopaHClqY>
  - Join their discord.
- [Proposal going live tomorrow](#)

## Monday 11th of July, 2022

Attendees: Gene, Costa, Eduardo, bear100, Gideon, Irem

## What do you think is something missing in the TEC?

Concise library of resources for newcomers..

Space for dissentment, anti-gravity space, where we can explore what is separating us.

Active engagement, I don't see a space where people are aware of current votes.

We don't want hierarchical structures, but we don't have accountability structure that i feel is missing +1.

Roadmap for the TEC as an organization. What are the bigger plans for the TEC.

Economic layer and voting mechanism.

- [Document about membership](#)
  - Page third.
- LB: ZenHub Templates - V2
  - Quick Issue, Epic Issue, Contribution Issue, Newbie Issue
  - [Drafts](#)
  - Newly updated [ZenHub Issue](#)
- Communitas WG budget passed!
- [TE flower update exercise](#)

## Monday 4th of July, 2022

Attendees: Gideon, Sha, Costa, Eduardo, Rohek, irenioskamoska, bear100.

What is your favorite USA thing? (tradition, author, holiday, landscape)

- Working on a document about membership
- TE flower draft
- Guides on guides update.
  - Updated on processes
- Suggestion to do bi-weekly onboarding.
- What do we do about the weekly update?
  - Maybe webpage, maybe only discord.
  - At the beginning it was confusing to know where everything was. Irene doesn't have access to the tasks. If I'm aware it would be easier.
  - Better access to the information.
  - Feed of only newcomers issues on the coordination, under the category get involved. Rename coordination channel.
  - Share on twitter, maybe matching the retrospective?

## Wanna be involved?

- Join the conversation through [our Twitter updates](#).
- Become an active contributor by [checking our calendar](#) and joining us during one of our many calls ([or watch a recording from our YouTube archive](#)).
- [Join our Discord server](#) and DM Mount Manu#3530, one of our onboarding guides: ask him to show you around!

#### Suggestion:

1. Our community thrives on our [Discord server](#)! Join to gain full access to the TEC!
2. *Join our Orientation calls Thursday 7PM CET! A good place to start in the TEC is the #Orientation Channel! (not necessary, people are already on our list).*
3. *We welcome you to all of the meetings you see on our [calendar](#). Pick a topic of your interest and dive in!*
4. *Add zenhub list of issues open to contributors.*
5. *Link to the weekly updates on the forum.*
6. If you want to take a dive by yourself, [we have prepared this guide for you!](#)
7. Follow us on twitter and medium to catch up on the go!
8. Questions? eduardovegap#0422 or Costa#7828 are here to guide you!

## Monday 27th of June, 2022

Attendees: LBS, Costa, Eduardo, Tam, Gideon, bear100

**What is your favorite quote? Or What has been on your 'to-do' list the longest?.**

- Update on outreach to token holders.
  - Find some way to make this easier.
- Update on Communitas second term.
- [Transparency spreadsheet request: done.](#)
- Multi-sig update?
  - Ask confirmation for signatures.
- LB: ZenHub Templates - epics, projects?, contributions
  - "Epic" and "Contribution" [Template Drafts](#)
  - Newly updated [ZenHub Issue](#)
- Workshop

## Monday 20th of June, 2022

## Attendees:

### What topics do you think we should talk more about in the community? Or how did you celebrate father's day?

In the community we talk about so many things, I think one of the things I like the most, is educational opportunities, more practicing of the things we learned.

Gave my dad a call, as an adult we have a closer relationship. I missed him, because he is hunting around, fishing. Leave him a sweet message, telling him you love him, and he called me back later on to catch up.

Because I have been spending a lot of time on the numbers of the TEC, organizational and operational on the TEC, something that I think we should discuss more, it's how we measure efficiency and productivity, compared to what we are spending.

I'd agree with the previous comment, I think with Sampo we will be more efficient with the resources.

I had a sweet day with my two boys and wife. Went to my favorite breakfast day. Japanese garden.

## Agenda:

- [Token Holder message](#)
  - Outreach starts tomorrow
  - Add column for preferred way of contact
  - Token Gated option on the convert page (point of conversion)
  - Change name to Hatcher Message
  - 400+ people as token holders.
  - Max people was on CadCad with 24.
  - Average 4 people per proposal
  - Why would I say who I am?
  - NFT as a form of communication.
- [Putting up the proposal for funding for Communitas](#)
- What is a community member?
  - It's activated on praise, going through orientation, doing community offering and then we have also talked separately, signing the community covenant. The covenant can be prompted with a direct link.
- Bear100 concern.
- Give feedback on new [ZenHub Issue Template](#) – or just give a yay/nay



- Relabeling the templates, for contributors it may be confusing. Create one for epics and another for short issues.

## **Monday 13th of June, 2022**

**Attendees:** LBS, Costa, Edu, Sha, Gideon, MountManu

### **Agenda: What is your way to give back to your community? Or Have one minute and explain which is your favorite song of all time?**

Thinking a lot about the community, and what creates them. Is a lot about giving, having a leap of faith, giving authentic gifts. I find myself providing meta perspectives. I like how systems click into each other, organize, and I really love it. A lot of people have a hard time. Giving a zoom out perspective, showing them maybe missing pieces. Love giving emotional labor, let me create space for how you feel, help them integrate.

Fast car by Tracy Chapman. Gives me peace, having a journey with a companion.

Makes them feel they are part of something bigger than themselves. I brainstorm with people. Pulling together people's vision of the future, and bringing that into reality.

I am very enthusiastic about hearing people, people's projects and stories, and what they do. It's very easy for me to interact with these ideas, and develop them and how it can connect.

A lot of people on the red lights, they do some type of service, or entertainment, or sell flowers, and I always help them quite a bit. I have paid for several launches, they are very grateful, so it's very easy for me to change their day. Even 5 dollars is a lot for them, i do it consistently every day.

- Token Holder message
  - Let them know what has happened and what is next. In the context of token thaw, and keeping their enthusiasm.
  - How do we send it out?
  - What people preferred?
    - Discord, email, or telegram.
    - Messaging system for tokeholders.
  - Personal message or mail list.
- TEC Membership
  - Manual verification
  - Issuing an NFT if you are a member of TEC if you pass these levels.

- Caution for easy access. It's not so obvious, it's a strange thing, I don't understand what is to be a member?
- First contributions and ZenHub templates - LB
  - [Proposed "In-Depth" template](#)
  - [ZenHub Issue for this template](#)
- [TE flower exercise](#)

## Monday 6th of June, 2022

**Attendees:**

**Agenda: What is your safe space? Is there a safe space in the TEC?**

- TEC discord update
  - Stewards were messaged to update their pinned messages
  - [TEC information inventory](#)
  - Update by Jason
    - Yellow means source of truth
    - What else do we want to catalog?
    - Where to get those? How do we keep the catalog up to date?
    - People who have access to these things rather than source code.
- [Guides/Outreach spreadsheet](#)
  - Update by Costa
  - Coordinate the columns with the process.
  - A member will be a member if: join an orientation call, do community offering and is part of the praise system.
- Update of conversations with VyVyVi
- [If we have time: TE Flower update.](#)

<https://www.figma.com/file/rx0lrFeV0X1t5gl4wAkXb0/TE-Flower-update>

## Monday May, 30th, 2022

**Attendees: Tam, Sha, Jason, LBS, bear100, Eduardo, Vy, Nate, Livia.**

**Agenda: Complete the sentence "I wish everyone could..." and Why.**

- [Final review of Funding proposal.](#)
  - [Epic for next quarter updated.](#)
  - Add checklist to the bot after the survey.
- Jason's feedback from his discord audit
  - [Pinned messages](#)
  - [Header review](#)

- We can link to a notion sheet/spredsheet, and a bot keeps it up to date. We will have to maintain it somewhere. Announce change on communitas text channel.
  - We gotta decide who owns this task.
  - Jason would like to help and support with the coordination for accomplishing this task.
  - Gitbook as Source of truth
  - Spreadsheet as a space to provide a structure for the information.
  - Airtable comes as an option too, as well as a notion.
    - Tool, Process and Role.
  - Add translator plugin.
- Partial Information Inventory (new)
   
<https://docs.google.com/spreadsheets/d/1AeEIM6Ff3kLKiiCoWNjHDF6L0VYgeQMFvhd4mmP3ms4/edit?usp=sharing>
- Can we request on the Community call for stewards to share what they need assistance with? WG's update could be improved with that.
  - For sampo and the writer's guild. A guide for those two. Not clear responsibilities yet, but a liaison in between those WG and Communitas.
  - Some WG weren't clear about what they were needing. A place where we can drop these requests.
  - It's a matchmaking service.
  - Talent database.
- Update on the TE flower.

## Monday May, 23th, 2022

**Attendees: Gideon, Jason, Bear100, Eduardo, Costa.**

**Agenda: Which conferences are you going to attend this year and why?**

- Update on FAQ - Gitbook
  - Sent to the Writer's guild, so they would check the grammar and any other add-on question. Will be reviewed and sent back.
  - Upgrade on the WG's article. To add Costa's vision as a Guide, of the strongpoints of every WG.
    - Guideon suggested sending only the guidelines for the Writer's guild to develop it further. Costa agreed.
- Update on Writter's guild
  - Budget proposal.
- Funding proposal going live this week.

## Monday May, 16th, 2022

**Attendees:**

## **Agenda: How do you feel in this community? Something you would like to improve?**

- We need to improve, graduate sanctions. How we rely on argumentation, persuasion. There has to be a system of accountability, if people say something they are going to do something. It's within Ostrom principles. I feel good, I have become accustomed to what I do. People are appreciative when I onboard them, and that's something I enjoy doing. I feel at ease with the community
- I agree with accountability stuff, the system for that is so important for any organization. Development, part of the reasons why people get trapped here is because they become better, professionally and personally. I feel good, excited, this is the most exciting I have felt about work in a long time. I see a lot of potential, and it's a great group of people.
- I particularly love the community, doing a great job, I'd like to improve, nothing, maybe a small suggestion about a fun idea, nothing that's mandated. Some set of roles that are assigned to new members, so they can feel they have some increased access.
- I love the community. I feel it's not a secret, I wear that on my sleeve. I feel great, like I found my tribe, I get the amazing privilege to hang out with smart people. I think it is extraordinary. My first day I also felt that, and a year and half later it hasn't changed. Seeing more people in real life more often, that's the thing, intimacy gets built through many platforms, but nothing beats real, in real space hanging out, hacking and collaborating.
- I feel really good, excited. The idea of being part of a community, organization, is really exciting. I feel we are changing paradigms, and trying new things, and just being able to be there, in the discussion, also have the freedom to share ideas, no matter who you are or your experience. There are probably many things to improve, but it's a process, as long as we are removing, changing and open to others' ideas, as long as things are evolving, we are fine. Not really worried about that.
- People offered me challenges. I am new enough so I don't know any specific to improve. The only thing I'm interested in is to keep momentum. Being new I wanna keep up speed not only for me, but also for the rest of the people.
- Is really welcoming and reaching. People care on a personal level. I don't know anything specific. It would be great to see people in real life, to add more warmth.
- I am grateful to be here, a wonderful time to try these paradigms, gracefully slowly entering a community. Fly on the wall here. Not any suggestion, you guys are doing a good job. Very welcoming that's why I am here.
- [Updated orientation Deck](#)
  - Minimal script. Performance. Dos and Don't
- Pinned message at the top of the #get-involved channel has incorrect day and time for orientation and community calls
  - Change.
- [Communitas WG funding](#) (at the bttm of the document)
  - Potential to use the Gitcoin model, for kudos. Quest function.
  - Manu nominates Gene for WCGL.
- Epic for season 2.

- [Task to be assigned \(open to contributors\)](#)
- Sync with Vy. Funding model for communities deployment of our processes, tools or bots, to talk with General Magic.
- Confirmation for quizzes bot on Friday by LABS.

## Monday May, 9th, 2022

**Attendees:** Gene, Costa, Gideon, LBS, Ivi, Manu, Bends, bear100, Edu, Paul.

### **Agenda: What is race for you and how important it is?**

1. I think it's important to recognize and celebrate it, but I think also, especially with this kind of space and technology, it also could have less relevance, less impact into the actual value that people are providing. In the traditional world is a factor that can change perception of others. A benefit here is that it doesn't become the main thing.
2. Due personal context, made me understand racial segregation, and how established it is on the bureaucratic system. I didn't want to acknowledge it but I was forced to. Being aware of that improves my ability to relate to other people.
3. My parents were part of the generation who taught my generation about colorblindness. In the last 5-10 years, I came to see how race really is, culture and experiences. How people have deep connections to race. Being white in the US didn't feel that way. For me it's about a connection with one's community, intersects with curiosity and opportunity to know more about my own race, and how race impacts other people. As a white person I want to be available, supportive and helpful.
4. I have been thinking about it. I tweeted about asking people about it. I was surprised how many people answered. What are ways to approach it, in the spaces we were in. Listened to how difficult this conversation could be. In places that are mainly white. How can we all understand our racial identity and start sharing a little bit from our perspective to integrate each other. What is the way I look at myself in different circumstances, bringing a dialogue could be very important due to our different backgrounds. Something that has been on my mind is how our ways to make decisions in governance come from colonialist backgrounds. How to transform economic systems is so important to bring diversity, not just for numbers, but having an acting and listening curiosity, knowledge that has been buried in a community with amazing social technologies, that aren't integrated in our economic systems. We will continue to fail if we don't integrate that. A lot of the problem in many communities is due to the missing piece, the lack of integration.
5. I thought about it more lately. I am not diminishing diversity, if we get to the point that the color of skin, where we don't make judgments about it, but the world right now isn't like that and we have to acknowledge it. How people are being kept out of systems, views aren't heard, and not included in governance. Examine ourselves and what we are doing. From a US perspective, one of the things that will come up as a narrative in

crypto, is the angle of a lot of the space outside of the circles we are in, is more profitable and has this libertarian streak. In the future that will affect the whole ecosystem. We need to make an effort to show that this is something that's not about taking the money and hiding it.

6. I can't be more thrilled with the opportunities in web 3, share governance, share treasury. I applaud your effort to do the best you can. I am new to the community. I understand that we are building the infrastructure, there is a huge demand to scale ideas and communities. Tokenomics is a gigantic effort. Keep having conversations based on transparency, it will take some time to get these things iron out.
7. I grew up in one of the most diverse places in the world. In my world everyone was different. I didn't get until my 20 that race kept people in different places. I thought in my little world that everyone had to get along because we shared spaces. Though gender and race didn't matter. You can be president if you are a woman. Your race shouldn't hold you back. None of that was true. A lot of privileges because I was white. We should teach our children to be more aware of it, because the world isn't colorblind. If we don't see what is broken, we can't fix it.
8. I grew up colorblind, race is a subgroup within a species. So i don't use the word race. I am actually very bother when people talk about others based on the race. Everyone is equal, but i don't know what to do how to make the color problem go away.


- [Token Academy Vision](#)
- TE engagement proposal
  - [Checklist for onboarding](#)
    - =membership?
  - Quizzes
    - Onboarding, Channel and [Trivia Game](#).
      - TE Academy will help with questions and alumni.
  - Follow up steps.
    - Bots, community offering, quizzes.
- Update of orientation call deck.
  - Have full version of MVV
  - Ostrom principles.
  - Based on "areas of interest"
  - Update survey: change question of "what is your level of knowledge"
    - Do you have any expertise
    - Which one attracts you?

## Monday May, 2nd, 2022

**Attendees:** LBS, Tam, Bear100, Livia, Gene, Ireni, Manu, Costa, Paul, Gideon

**Agenda:**

### What's your all time favorite movie, and why?

- (Sorry, notetaker asleep at wheel in beginning and missed first offerings) 

- Gene: The Secret of NIMH, The Shawshank Redemption
  - LBS: Singing in the Rain, Fight Club, any Miyazaki film  
Costa: Also Miyazaki, Amelie
  - Manu: The Fountain
  - Tam: The Princess Bride, The Big Lebowski, Office Space, La Traviata
  - Livia: [Pina](#)
  - Gideon: The Matrix, [Until the End of the World](#)
- 
- Not much on [Advancements on the TEC Engagement](#) this week.
  - Group brainstorm question:
    - “In your experience, what information is most important to know when joining the TEC?”
    - Here’s the [link to the collaboration space](#) and its results
  - Next steps for these results.
    - Take the Figjam results and curate them by clustering them into groups. Edu and Gideon will talk about possibly taking these results and using them in a Polis poll to broaden the feedback beyond Communitas. We can use this to help ensure we have all the community engagement content that we need and we might draw on the Writers Guild to generate what’s missing. This material can also then serve as the basis for a TEC “QuizBot” and Edu and Gideon will follow up with Vyvyvi on this.
  - Discuss the “culture of the quiz.”
    - LBS: What is our purpose in making this? Is it just to have fun
    - Tam: Like idea of it being entertainment. At the end you get a POAP? Unlocking something, gaming, fun and entertainment,
    - Gene: Concur. Was looking at GitCoin Quests to get an idea. Typically, they have just 3 questions. We could have a series of quizzes that people progress through and after a certain number, receive a POAP? Can go as deep as you want.
    - LBS: Love the fun. Have to be careful not to have a gatekeeping function. Need to keep neurodiversity in mind.
    - Gene: Greatest danger is alienating people, so have to keep an eye on that. Trophy for participating.
    - LBS: A community building tool
    - Livia: Devil’s advocate question - how can we not have this be all about the carrot and not destroy intrinsic motivations?
    - LBS: Building on that, one of the goals is to create more connection, but also may be different paths too with alternate parts of the brain. Make it so the journey is the destination.
    - Ireni: Being here on this call is part of her onboarding; a way to orient herself. Didn’t have the time when they joined and so these meetings help create a mental map of what’s going on.

- Costa: Agree w/ Tam to make it entertaining and not a gatekeeping tool. Felt welcome by doing tasks.
- Bear100: Being part of a DAO is different from being part of traditional org. Instead of hiring based on profits, can our onboarding attract certain types of people?
- Manu: One size fits all is not going to work, so having profiles to help guide the onboarding or putting that choice to them. There are 4 different types of communication that people tend to have, also same with leadership, so maybe incorporating that into the onboarding?
- Gene: In a small way, distributing \$TEC in small amount might actually be a good way to spread the token ownership – with similar effects of air drop
- LBS: Could also do this retroactively.
- Tam: Is this for information about the TEC or token engineering?
- Gideon: We're thinking to start it's about the TEC but that this technology could be used to help springboard newcomers into working groups with a fun, lightweight quiz. It could also be useful for the TEA and later testing on expertise. Also, this iteration would be Discord bot-based, but deeper versions might be external.

## Monday April, 25th, 2022

Attendees:

Agenda

- **What's the most out-of-character thing you've ever done?**
- [Advancements on the TEC Engagement.](#)
- Gentle reminder: Request for payments this week!
- Manifesto changes.
- Gideon's hosting the 2nd of May WG's call.
- [Gitbook FAQ](#)

## Monday April, 18th, 2022

Attendees:

Agenda

- Are we recording?
- **You have to sing karaoke, what song do you pick and why?**
- [Advancements on the TEC Engagement.](#)



- Outreach for praise activation.
  - Member stage roles
  - Community Constituents.
- Tam's talk at DaoistAms
- People who were active but aren't anymore
  - Morganicmovement, osycross, pythagorean, amanwithwings, innovat8r, anson parker, lutzar, zadok7

## Monday April, 11th, 2022

**Attendees:** Edu, Gideon, Tam, bear, bends, costa, enti, gnosis.elbuho, livia, manu, yine, zep, Paulo, Ken

### Agenda

- **Are we recording?**
- **What makes you a TEC member?**
  - Not for the money. To advance the most impactful discipline. Generational answer. His conviction of pursuing solutions and sharing what I know and what I am learning about TE.
  - I think TE is an interface, the connection between machine, economy and society. The community has a bigger role that we can imagine. TE is the future fabric of the economy.
  - I can contribute to organizing and precise communication.
  - What is the boundary of membership? To be a member of a community, is to contribute, but you can buy your way in. Earn your membership by working. Contributions, relationship building. Members are token holders. Governance over the TEC is that membership.
  - Skin in the game. I feel some are connected to the DAO if they just sell the tokens. For me, to be a member of the DAO you have to hold tokens.
  - The contributions I made. I'd feel less of a member if I had just tokens and not participated. The more present, engage and connected with people, makes me feel like a member.
  - Definition will depend on the involvement of the user. You may not be a contributor, but still a member.
  - There are tokens I Hold, but I never plug in in that community. Governance, participating and contributing.
  - I want to believe I am a valuable member of the TEC, especially when I contribute with ideas and knowledge. I'd like to contribute and integrate more.
  - In the traditional world, you are building skills based on the needs of the work. Here in a dao, no one is asking you anything, is about to find the way to contribute with what you know, and that's how you become a member.
- Contributor outreach
  - Now we have a list of discord handles that haven't been activated yet - if I can get the communitas WG that list could they reach out and ask them to activate their praise accounts?
- [Advancements on the TEC Engagement.](#)

- Visitor to newcomer, newcomer to new member, new member to Member.
- Orientation data update.
  - What is CCS?

## Monday April, 4th, 2022

Attendees: bear100, gideon, costa, Tam, VyVyVI, Enti, Natesuits, Eduardo

### Agenda

- Are we recording?
- If you would give a TED Talk, what would it be about?
  - Secrets of leaderships
  - Earthquakes
  - Fermented and fermentation, and the survivalist.
  - Community saves the world.
  - Climbing and relationship and trust.
  - Neural network of fungi and woods, plants sentient.
  - How to make it without being the best at something.
  - Culture of open source, aligning incentives.
  - Architecture or design. Good design having positive impact on people's live.
- [TEC Engagement](#) -> Gideon
  - Every week, providing feedback as the process gets developed.
  - Visitor, newcomer, new member, member.
  - After the person has read up about the TEC and TE and has been oriented. They have verified accounts and github. Give them 3 or 4 props/questions, how would you explain TE to your grandparents, why are you excited about the TEC? The thing they created could be a song, a poem, a drawing, whatever they want, we would have a place on the TEC discord, a beautiful place, a place to express ourselves, and we get to see who they are.
    - How do we kickstart this so other people get into it.
      - Other members and stewards first doing it.
    - Keep it light and fun.
    - Low to entry.
    - Poap to incentivize. Transition to become a new member from a new newcomer.
    - A lot of work to load it.
    - Make others see it so it's easier for others to do.
    - Open space for people sharing it. Call for newcomers to share it.
      - Host session for creative output.
- Update on Calendly.
- Update on Orientation data.
- Reimbursements and new Budget

- Update on gitbook.
- Server data.

## Monday March, 28th, 2022

**Attendees:** Tamara, Eduardo, Costa, Teresa.

### Agenda

- **Are we recording? ← YES!**
- **The zombie apocalypse is coming, who are 3 people you want on your team?**
- [FAQ](#)
  - Suggestion of Nate to divide it in the profiles from the survey (Curious, Education, etc),
    - Which ones go where.
  - Reviewed.
  - Next steps: Update Gitbook.
    - Pages needs to be updated
    - Archive can be replaced with a section for context, or relationship with the commonstack.
    - [Gitbook audit issue](#)
- WorkFlows
- Metrics by Bends.
- Update of Orientation sent to Guides/Web/twitter
  - Missing discord?
- TEC Guides 1-1 calender (hubspot/calendly/cal.com)
  - Nate's going to take a look at it.

## Monday March, 21th, 2022

**Attendees:** Costa, bends, Gideon, MountManu, TeresaCD, Eduardo, Zeptimus.

### Agenda

- **Are we recording?**
- **What is your favorite moment of the web3 space?**
- FAQ Update.
  - [Draft done by Costa.](#)
- [TEC and its people.](#)
  - [Workflows proposal.](#)
- [Proof of competence](#), hey Wesley!
  - [Proposal on the forum!](#)

## Monday March, 14th, 2022

**Attendees:** bends, enti, tamara, livia, mount manu, teresacd,

## Agenda

- **Are we recording?**
- **How are you?**
  - Doing Really well. Trying to find balance time, enjoying digging into the TEC for the past couple weeks.
  - I am doing really well, I think I am also trying to manage time. Getting involved with other groups and small projects, kind across TEC and Giveth and now trying to manage. Execute on them. I'd like to do that. Trying to be more focused on where I am contributing.
  - Doing great. Productive peace, meditating with Nic everyday. Had a nice meeting with Tam. Everything is balanced.
  - I am very well, I love Mondays, and it's a really nice weekend. Nothing to complain about. It's nice to love to come to work with. Life changing experience to work with people you love.
  - Balance, I have a two year old kid. Seeing the calendar and actually doing them.
  - Doing really great today, after some changes and stress in life.
  - I feel i wanna get things done. But it's hard to focus sometimes. Trying to find strategies for focusing.
- [Assessment of Guides - List.](#)
  - Talent coordination, someone who follows up contributors.
  - Nic's helping with a Guide for Omega. Helping with an Onboarding guide. Self assessment to help them direct them.
- Suggestion about compensation for WGLC and Steward
  - WGLC responsibilities are covered by the Stewards WG. Is there any WGLC doing WGLC responsibilities outside their WG? If not, they should only request funding from one pool of funding.
  - Steward of a WG should be the same, unless they have covered responsibilities of other stewards out/inside the TEC. Requests should come from one pool of funding unless there is a justification under the request.
- [FAQ Updated.](#)
- [TEC and It's people.](#)
- 101 Guide - Suggested by Gideon.
- [Otterspace.xyz](#)
- [Proof of competence.](#)
  - Reach out to Weasley. Tag team with Gideon.
  - What happens after someone finishes the POC? Why would someone spend time doing it?
  - What does it mean to be "a member" of the TEC.
  - Have soft boundaries.
  - Being a member of the TEC is having TEC tokens.
  - Frame this journey as a process of self knowledge. To not kill the curiosity. Where do I stand in the TEC? Like a proficiency level on a language test.

**Monday March, 7th, 2022**

**Attendees: bends, durgadas, enti, ratio13, eduardo, gideon, yineisy,**

## Agenda

- **Are we recording?**
- **What is the part of web3 you struggled the most with?**
  - Getting my head around not confusing value with money, with all these tokens that have a dollar sign, you don't necessarily have them on your wallet as money. Utility first, monetary value second.
  - All the bridges crosschain. Matic, and bridging and costs. I still struggle sometimes today with that.
  - Honestly I think the technical stuff is different, and is a learning curve for everyone, as far as getting to contributing in web3, I had a web1 relationship with the internet, because I was very skeptical about web2, more consuming and less engaging. Learning how to engage with the community you are part of, and be less passive and not consume only. Create too.
  - Web3 is moving from a MAC to solaris. Crypto space is breaking up into a million things. All these different coins, networks, bridges, horizontal and vertical stuff. Every step cost me money, how is this better than my bank? Make a graphic to explain to myself to understand pre and post ethereum stuff. The cultural difficulties of being a dao just because we said so. Proliferation of tools. Miro and Canvas, and peoples own ideas of what is the tool they pick. Why is everyone on google. We all are using those things. Millions of security concerns, and then the decentralized part, makes it difficult to unify narratives. Everything about web3 is confusing to me.
  - Agree with the bridges. Solana and Aegolus, they don't have the bridges, they aren't required as frequently. The redefining of words, like decentralization. Feels like companies using fat words and catching words and phrases to get participation. You are bringing the same flaws.
  - The most difficult for me has been to understand all the concepts behind web3. A lot of definitions, from the simple gm to other things that are more complex.
  - Wallets. And understanding different chains, wait there is not just one wallet? And Bridges.
- **Multisig and Distribution.**
  - Questions or feedback?
  - How do we challenge unjustified requests? No formal process to do so.
  - Label editors to check the history changes on the documents.
  - Distributions using DeWork
- **Outreach to top10 hatchers.**
  - Ask for consent even if you think it's something positive.
- **Workshop for next monday.**
  - Ask for a presentation, name and proposal.
  - How is it done? I think it is good, I am a big believer in personal and professional development.
  - We need more culture about mental health, burn out culture, colonization of time, but what can we do? CareDAO who only exists to try to help DAOs, help people

understand how you are colonizing your own time. There is mental health and wellness, and coaching. Coaching is built on top of mental health and wellness, which are fundamental. We need to have a clear sense of what's going on. Being more sensitive with people, like the one with complex PTSD. Really thoughtfulness. Be careful about what we engage with. Morgan/ALOY have tools for this.

- There is a lot of overlap, of this community and gravity. Building that culture. What does the culture we are trying to create look like? How do we enable with that culture the tools we are creating?
- TEC Lounge around mental wellness, health on the TEC, not only session. A series of 6 sessions. Run those courses. Build a curriculum. Public service for web3.

## **Monday Feb, 28th, 2022**

**Attendees: bends, tamara, gideon, edu, mountmanu,**

### **Agenda**

- **Are we recording?**
- **How would you handle a situation of vulnerability in an online community?**
  - Gather information, reach out to them, ask what support could be provided. A lot of vulnerabilities based on their location. It's a particular situation, and they will have their own unique approach.
  - I don't know. There is a lot to support emotionally people, hold them. Converting that into action, it becomes difficult, with some of these things, things are increasingly polarized. Action oriented needs a process to depolarize it.
  - It has to be through the community that is deciding a course action. It's so complicated, with so many scenarios that are bound to come up. Giving these rules. Is hard due to the complexity. If it's financial, even if it's good, it's complicated, because of the media. The less top down, it has to be bottom up.
  - Complex question. Short answer: I don't know, I am working on it. Long answer: If it's first hand, and it's emotional, I will try to listen, sometimes we have a hammer and we see everything as a nail. Sometimes listening is good. If it's Structural I try to address it. Stories are great ways to sync with someone. Convey through stories.
  - Primarily, listen. Two aspects: stimulus and the response. What's going on, on the stimulus end, evaluating if it needs structural changes. It's important to grasp that systems affect individuals, and the back and forth from those relationships. We need to allow them to deal with the emotional aspect, and do a proper follow up, could be a mechanical or structural procedure. Vulnerability can come from different situations. There are layers to that, and we should pay attention to each of them. Make it part, and inventory of vulnerabilities. And what actions comes to that.

- Complex questions or situations, especially because we tend to want to do more than what we can actually do. Is important to know what we can do, what are the resources and boundaries, regarding that vulnerability. Ears and understanding. Sometimes the problem isn't as big as our minds. There isn't too much we can do.
- Welcome Back Tam!
  - Something you would like to share about ETHDenver?
- What do we do next regarding Communitas WG funding?
  - [How do we get paid?](#)
  - [Checking on the multisig.](#)
- Bot Guide update.
  - Ping Vy!
- Update on orientation call format and presentation.
  - Let's not lose personal touch on welcoming people!
- Reward system and Praise.
  - Someone needs to join the Reward system calls!
- Livia explaining Governance!
- We need to send a message to the top 10 hatchers!
  - pOAP for Hatchers. Ask who.
- How do we free ourselves from technology
  - Making it really easy to make changes. Whenever we can use something generic is useful.
  - Permission to the website? POC: Cassale.eth.
  - In three or two months, have more flexibility. Moving the website to wordpress.

## Monday Feb, 21th, 2022

**Attendees:** bends, yineisy, Gideon, MountManu, enti, bends, gaian, eduardo.

### Agenda

- **Are we recording?**
- **If you would be airdropped an BAYC, what would you do?**
- Communitas data (Bends & Yineisy)
  - Praise to use as a point of reference to see the journey of involvement of someone.
  - User data in a database form.
  - Automatically praise someone when onboards.
    - Avoid exploits to make it gameable.
    - If they only receive that praise, take them out.
  - What is this data for?
  - What are the most important metrics?

- Measure the onboarding using sourcecred. Is better because it is based on reactions.
- Data from the dashboard.
- Two levels of engagement:
  - Cross communities. Build identity, relational way of being with each other.
  - Simple way to be involved
  - Second layer focuses on working groups.
  - Communitas is a bridge in between the first layer and second layer.
- I love reading the praise channel, it gives me a feel of the culture. You can feel it. It will be interesting to play with onboarding, and send people the praise channel.
- Caution about not over gamifying the Praise.
- Not make it a competition.
- The less permission you have to interact with the reward system, clear boundaries, as to how reactions are sometimes a bit hard to measure. We will need more moderation.
- How do i make sure i am in the right path?
- Garden's Proposal was passed!
- FAQ.
- User journey - What do we do next Gideon?
  - Narrative, how do we promote the field of the TE? The best way to do that is through people. Growing professionally in the mission, but also personally and interpersonally as an individual. As a community we benefit from this growth. How do we welcome them and help them to grow. Embrace sense of identity around the community. In addition, more focus skillset, people who grow on those skillset, are needed it.
  - How do I become a token engineer? A Narrative suggestion.
  - Onboarding journey different for every WG.
  - A narrative general or specific could be an interesting notion to consider.
  - Is important to do tracking, values as the organization, recognizing what's important.
  - TEC is getting itself together.
  - What is the product of the goal of a member?

## Monday Feb, 14th, 2022

**Attendees: Bends, Durgadas, Zeptimus, Gideon, Nate, Yineisy**

### Agenda

- **Are we recording? (Yes, but late)**
- **What are you excited about this week? (ETHDenver / Or not)**
  - Am I excited? A lot of things to do, overwhelmed. Taking over Tam's duties. Didn't know how much work she did.
  - We have been talking about mediums and writers getting organized. This week is for planning around that. Share your meditation retreat!



- Excited about Nate's forum post about the retro. I am excited to see pictures of my friends together.
- Debating about ETHDenver. Thinking improptu trip. Excited anyway for whatever I end up doing.
- Excited about ETHDenver, happy about the Team being there. Struggling with time management, focus more in certain things that aren't needed to be done.
- Excited to bring things I learned in the past weeks to the TEC. Identify things earlier. Excited to be on the LABS session, finding some way to get a blinking red light on the community in terms of where we are. Other tools we can bring over to complete the process.
- [Contributors agreement.](#)
  - Have you taken a look at it?
- MS - User journey.
  - Gideon and Durgadas are willing to take it on.
  - Gideon putting things together to prioritize. To move this forward.
    - Consider deepskills
    - Narrative
    - Writer Guilds
  - Create actions items
- Orientation data update.
- FAQ
- Outreach to vote on Communitas proposal!
- Manifesto Update?
- Durgadas suggestion to update Transparency.
  - Shall we ask for a proposal or could it be work within the WG?
- Do we have an update on data from discord?
  - How is the TEC doing regarding metrics?

## Monday Feb, 7th, 2022

**Attendees:** Edu, Bends, Bustavo, David, Durgadas, Gene, Livia, Mafer, Manu, Tam, Vy

**Agenda**

- **Are we recording? (Yes, but late)**
- **How do we separate personal from professional? How do our personal views affect the space we work at?**
  - [Recently](#) the director of operations of ENS old tweets resurfaced.
    - Liquid Governance.
    - Moments of calm , "quiet period"
    - Culture of mitigation.
    - Educate people on conflict resolution.
    - Liberating structures.
    - Examine ourselves, how DAO are we? How decentralized are we?
    - Values alignment.
- Let's pass the [Communitas WG proposal](#) on Gardens!
  - Does anyone have any questions?

- Idea: DeepSkills possibility to help with skill matching component of onboarding.
  - <https://docs.prime.xyz/prime-rating/prime-rating-squad/primedao/rater/report-workflow>
  - <https://docs.deepwork.studio/working-at-deep-work/work-etiquette/collaborator>
- [Contributors agreement](#).
- [FAQ](#)
- TE for education on our discord. What works for us? Cohesive. What do we offer on the TE Academy?
  - Needs access to bot -> mainly verification.
  - And TEC Guide

## Monday Jan 31th, 2022

Attendees: Gideon, Gene, Tam, ALOYSIOUS, Yineisy, Eduardo, Mert. David Dyor

### Agenda

- **Are we recording?**
- Juanka's Orientation call hosting!
- Update on CV, currently not working. How best to communicate to community?
  - Shall we use a separate channel to signal news or changes?
  - Don't overwhelm people with stuff.
  - Hatcher is an historical footnote.
  - Medusa, assigns roles based on address.
  - Public announcement service -> keep it simple.
- Guides
  - Discord & Telegram: Inviting people to private DM vs. providing a public response to their inquiries.
    - Submit a forum post about your inquiry. Answer publicly.
  - Shall we go under a technical support crash course?
  - [FAQ](#) for Guides and FAQ for Communitas/Onboarding.
    - HANDBOOK
    - Update the gitbook link.
    - [Community one](#) and one for guides
    - What are the initial questions when you join the community
  - Next orientation call format change
    - Adding Nate's Participation tracks.
    - Adding token information?
- [Submission of WG funding](#)
- Ask from TE, can we help support their discord/onboarding setup?
- Proposal inverter.
- Orientation data update.
- Roadmap for WG.
- Improve TEC Guide.

- TEC orientation calendly 1-1 (how's it going & where are we publishing it!?)
  - Add manager to the google calendar.
  - 30 minutes.

## Monday Jan 24th, 2022

**Attendees:** Vy, Danielo, MountManu, Morganic, Edu, Gideon, Bends, mountmanu

Agenda: How do you like to be acknowledged?

- Guides update
  - Calendly
  - Using an Orientation channel for welcoming.
  - Orientation call presence.
- Participation Tracks (Nate)
  - Roadmap.
  - Needs something concrete.
  - Understand process.
  - Needs structure to have a clear path.
  - At the beginning you want to be articulated about what someone needs to do. On the initial steps, when someone is just learning, having some very simple things, that they can do, is really important.
  - High ambiguity will be allowed by high ambiguity tolerant people.
  - What does the TEC stands for?
  - Who can I speak with?
  - Good for Jr, bad for specialized people because we don't provide clarity.
  - Get them set up.
  - You can have an standard path and a parallel system for outliners.
  - Keep ambiguity and outliner tracks
  - We need guides to be willing to take them by their hand.
  - Pick one or two working groups. Have a guide on a WG, Guides for communitas, each WG have a equivalent of a Guide. Easy handoff. Easy to set them up. Identify newcomers.
  - Take in consideration the basic touchpoints, like what is the TEC.
- [Data from Discord](#) (Zeptimus)
  - More engagement.
  - You need some goals. Build strategy around that.
  - What information is relevant.
  - Sync with Nate.
- Roadmap of Communitas
  - Place where people go, people have guides, find their on the TEC
  - Short term: infrastructure building, getting people on the right spot. Mid term: holding events, getting more partnership oriented, areas of culture building, how

to maintain. Long term: HR Works, individual profiles. Enjoying the interconnectedness of the TEC

- Short term: keep onboarding people, learning needs. Mid term: answer those needs, hubspot tracks. Long term: craft detailed psychological for the decision making of the people, four types of people, the way they decide. Something to understand them.
- Short term: working on which metrics we want to track, creating inventories to know which are available. Mid term: using that to inform the onboarding process, building out and solidifying the processes. Longer term: looking forward for events, collaborative events with other communities.
- Short term: maintain a strong focus to make people feel welcome and warm. Mid term: claim more of a role of an advisor on how to work with WG, help with engagement, general welcome, and handoff to WG. Help WG get better at. Long Term: very best DAO for people to develop professionally and matching at the TEC.
- Short term: keep onboarding people. Mid term: trying to keep an interconnection in between WG. Long term: keep working on the main purpose of the TEC.
- Bringing Visibility to contributors who are active.
- Proposal pamphlet.

## Monday Jan 17th, 2022

**Attendees:** Comvor, Gideon, Vy, Gene, Ratio13, Nate, Tamara, MountManu, bends, ALOYSIOUS, Mert, mafer, morganicmovement, yineysi

Agenda:

- **Are we recording? :D ← YES! ;)**
- **How are you? Like really.**
- Guides updates
  - Share gmail and calendly
  - New folks coming in, how do we catch, how do we know there is new people, what's the net, what are their needs, who are reaching, are those people rewarded, what happen when you enter on a call, figure it out at first their interest when first approach,
  - Guides private channel
- **Update on Hubspot for next week**

[ ] MorganicMovements would like to volunteer to work through guide process, who can volunteer to be that guide!? Good learning for us to improve! ← Gene!!

- 🥳 Celebrate: 82 Hatchers voted!!! This is massive for this kinds of vote.
- Twitter support!
- Outreach for results and launch of the token.
  - Explains next steps, and bring closure to the relationships built. Sequence of next steps.
- Onboarding bots.

- PrimeDAO proposal about jointly working on proposal inverter
- Data of discord for decision making.
- Forgot: Education channel.
- Sync with TEA.
- Participation Tracks (Pathways) [nate](#)

## Monday Jan 10th, 2022

**Attendees:** Yinesiy Motta, LBS, ALOYSIOUS, David, MountManu, MS, Tamara, Mario Roza, Gene, YGG, RATIO13, billjitsu

Agenda:

- **Are we recording? :D**
- **Did you start this year any different from last year?**
  - More connected
  - I am strugglin to remember last yea. Last year i was in seattle in lockdown, and hanging out, and this year is a lot of snow here in Colorado.
  - I have money! Exploring TokenEconomics. Focusing on my art. There is more things I can do.
  - Last year I was starting to work with CS. We focused on work. It feels like the beginning of it happening vs. the end of it happening. I took time off. Spent time in Las vegas, playing poker. I had the greatest time. Spent it with my best friend
  - 2022 will be the year of the DAO. We are actively in the DAO season. 2021 was for me year of education and new practices. I am effectively deep in the trenches. We are going to build some cool stuff. Going back to the gym, and hiking, and all of that is already into my flow.
  - Connected with ancestors. I gained access, it feels huge, being autistic. Opening up channels, feels better mental health wise, and not feel alone. And collaboration.
  - More coordinated efforts across the whole space, less maximalism, less personal opinions about who is being better.
  - I barely remember last year, that year my dad passed away, it was my first Christmas without my father, but that situation made me stronger. This year is totally different from that one, is happier. I managed to visit my grandmother. It was really really nice. That warm feeling on your chest.
  - This time of the year I was taking care of rupture with my girlfriend, this year i have hope, and also with the pandemic i was looking for whatever job appears, right now I decided to leave from my yard, searching into myself what kind of art i wanna do, I don't know if sound design, or music or record word space sound.
- [Guides Sync](#)
  - Feedback.
    - Feel more comfortable showing interest for people.
    - Special channel for guides so we can coordinate, to bring awareness.
    - Confirm the fluidity of pinging people when identify the next person to contact.

- Clarify what the TEC is for on some level, i have experienced people who looking for tokecnomics advice
  - Use Emojis! Noon to 8PM.
  - Find our balances with guides.
  - Outreach people who didn't fulfill the survey (everyone landing on the server).
  - PRACTICE WITH MORGANIC!
- Meet with each of the volunteers (Manu, Gene, David) to be Guides and workshop with them the previous document.
- Invite them to welcome people on the orientation channel, as well as getting familiar with the process (Mount Manu offered to curate the spreadhsheet).
- Invite them to join a orientation call, in order to get familiar with the orientation deck.
- Have 15 minutes during the next WG call, to receive feedback and create the role "Guide" on the discord.
- Alternate with them the orientation call hosting, and 1-1s.
- **Common questions and answers** ([issue #1177](#)): add it to the guides.
- [Calendly](#)
  - Created a shared calendly, with new email guidestec@gmail.com6
- **Hatcher Outreach** - status check
  - Issue created for hubspot, to make it a project, to consolidate it.
- **After launch actions**
  - Outreach after votations
  - Launch of the Token
  - [Newcomers overflow \(hopefully\)](#)
    - Onboarding Bots ready by then?
- MS update?
- PrimeDAO: Proposal inverter. (YGG) Create a community around it. Someone specific that's a bridge with PrimeDAO and TEC. Facilitating.
- **So, how are you?**

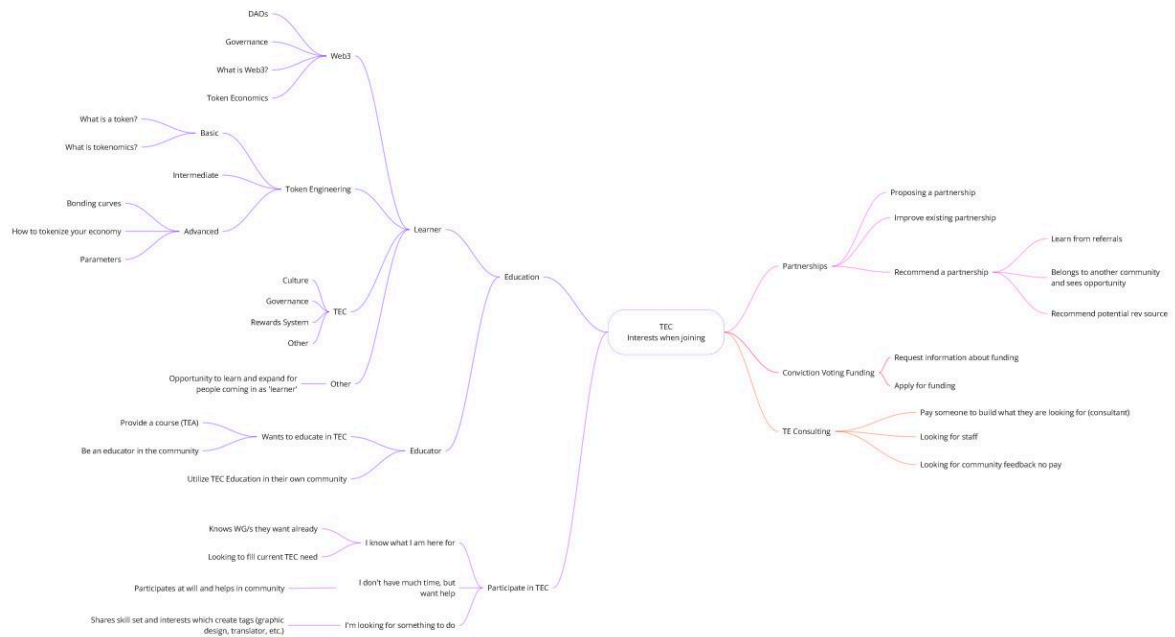
## Monday 3th, 2022

**Attendees:** ALOYSIOUS, MS, Heater, Vy, MorganicMovement, Eduardo.

Agenda:

- **Are we recording? :D**
- **What was your NYE wish that became reality?**
- TEA / TE Sync
  - Onboarding process
    - TEC onboarding process, what is the process right now?
    - Goal: opportunity to sync up the onboarding process.
    - Two entry points.
    - Experience better.
    - Organizational map, who is responsaible for different aspects of education?

- Introduction to TE aka Orientation Call.
  - 19th of January 5PM - CET
  - 10th of January, agenda.
- Discord bots.
  - Need to sync to deploy it.
- [Outreach for Hatchers](#) - help needed.
  - Guides?
  - [Voter Pamphlet](#).
- Feedback from guides.
  - Improvements for the document
- RabbitHole -> lost people
  - How do we target people who are lost?
  - How do we engage with people that doesn't fill the survey?
- Workshop results -



miro

MS

- Open for contributors. Do we send people to this [issue?](#)
  - Fobey.eth want to help to translate it!

**Dec 27th, 2021**

**Attendees: MountManu, Gene, Tam, Gideon, MS, Eduardo.**

**Agenda:**

- **Are we recording? :D**
- **How was your Christmas?**
- [Work session for Member's LifeCycle](#) (right bottom).

- Avoid Role, more about areas of interest.
- How do you move from M1 to M2
  - Guides? A clear roadmap of how “areas of interest” evolve or how it exists.

#### Areas of interest / Focus / Purpose / Intention

- Proposal funding
- Learn token engineering
- Potential partnerships with TEC
- Curious, looking around
- Want to contribute (somehow)
  - Use names of famous Engineers.
    - Tesla, Edison, Bell, Archimedes, Daimler, Ford.
- Outreach for Final Votation.
- Guide's update.
  - Guides as someone committed or could it be fluid?
- Orientation data update.

**Dec 20th, 2021**

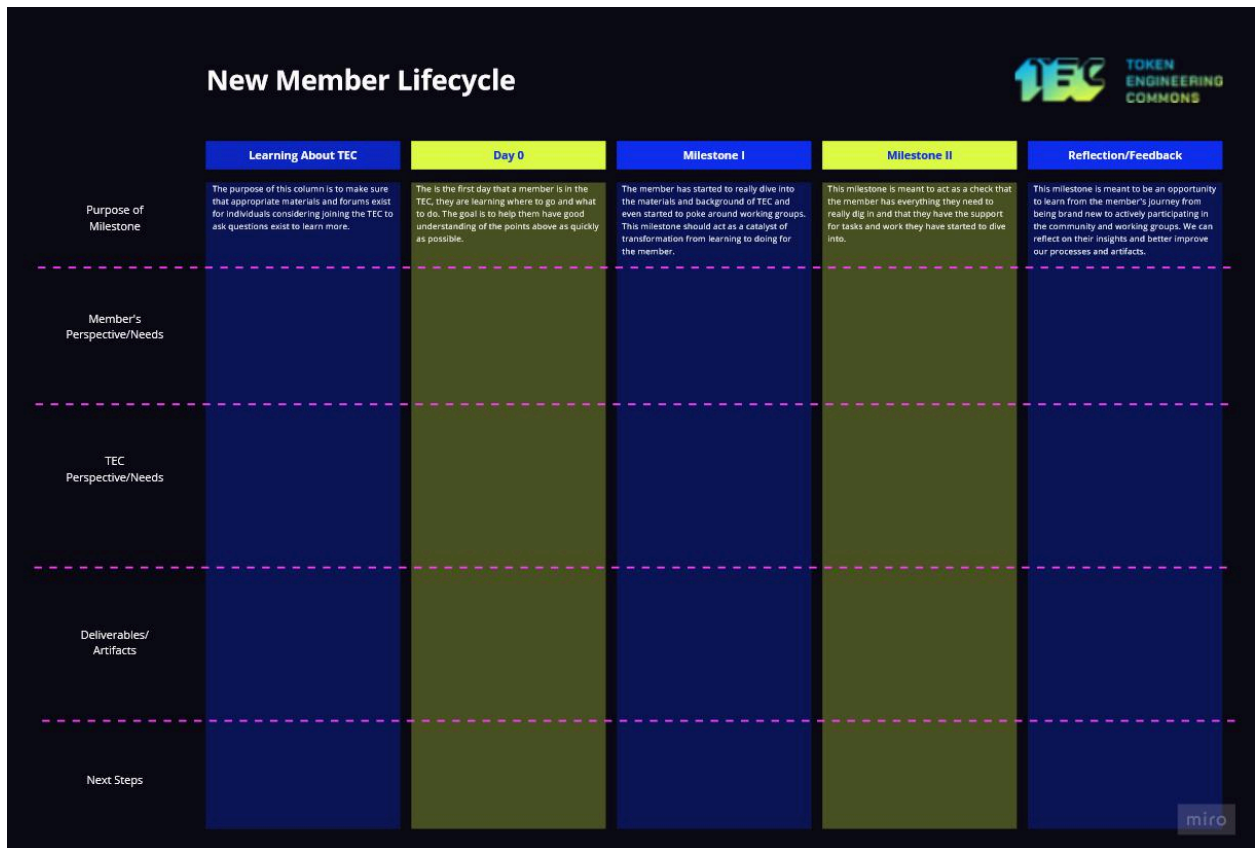
#### **Attendees:**

#### **Agenda:**

- **Are we recording? :D**
- **How do you handle Rage?**
  - 5 Breathe and take a step away if you aren't calm afterwards.
  - Listen to what the person says, and repeat it back. And wait for it to slow and deflect the system.
  - I used to have an explosive personality, now I think before I say it, to avoid hurting, and understanding what the other is living at the moment. Think before talking.
  - Inbody response, I have to be careful, because of the prejudices against black people, in the last 6 months, buying wood and chopping wood. Safe space to scream.
  - 9/10 times I just have to eat. If I get angry I could be an angry new yorker. Not healthy to be like that. I really have to be alone.
  - Breathwork helps a lot. Make sure for any emotion, gym is a big one, reflective session, and I ritualize it. Metal music helps a lot.
  - Physical discomfort, driving helps a lot, I find myself clenching my fist, carrying a lot on my shoulder or chest, when I feel it, it wakes me up, and it reminds me to go back to the breathe.
  - I try to think before speaking, a few moments to collect myself. Once i am calm, i express my anger. Sometimes we can hurt people when we are really really angry. I avoid that, the idea is to resolve the problem.



- Extreme frustration lead to rage, often times can really express or accomplish no matter what I do, i feel hopeless and helpless, the rage comes out as crying profusely.
- I don't get it much, very strong spike up, and superfast, goes down very quickly. Run and jump, have to move, that's what I do.
- 3rd of January TE Academy for joining efforts and the Communitas WG.
- TE have a monthly call, and they want people from TEC there. 19th of January.
- MS LifeCycle



- Guides
  - David DYOR volunteered.
  - Workshop date: Thursday
- Orientation data update.
  - Educational channel.
  - Web3 resources.
  - Simple resources with history.
  - DAO's resources, podcast even.
  - Bridge to TE Academy, it's an opportunity.
  - Labs.

**Dec 13th, 2021**

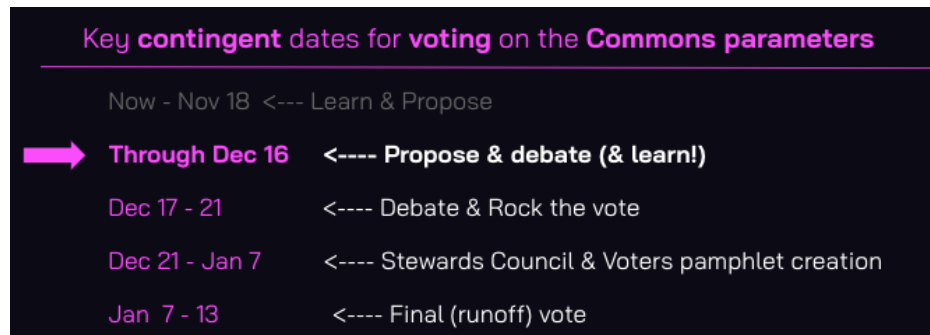
**Attendees:**

Agenda:

- **Are we recording? :D**
- **Opening question:** If you went into the witness protection program what identify would you like to assume?
- Quantifiers - MS
  - Recruiting quantifiers
- Roles and [member's life cycle](#).
  - What are the stages and corresponding touch points
  - At what point is the "new member" label lifted.
  - Incentives - bounties, poaps? - to engagement
  - Opt-in roles
  - North Star, guiding principles
  - Perspective of newcomer (go back to LBS notes on this)
    - Personas
  - Perspective of org/WG needs

[ ] Group working session on fleshing this out

- Outreach to top TH
- Guides / Gravitons - Juanka
  - Does this role share responsibilities? (i think we can collaborate between Wgs) - Guides as funnels for Graviton cases
  - [Guides document](#)
  - Guides have more visibility, can help connect conflict cases to Gravity
- Weekly update of the [Orientation Data](#).



**Dec 5th, 2021**

**Attendees:**

Agenda:

- Are we recording? :D
- **PARAMS PARTY**

**Nov 29th, 2021**

**Attendees: Acidlazzar, EdgarWeb3, Edu, LBS, Mount Manu, natesuits, Vyvy-vi, Yineisy Mota, gene, osycross, durgadas**

Agenda:

- Are we recording? :D
- **What are other DAO's cultural practices you have enjoyed?**
- **Edu: Roles(self-assigned); LBS: hand signals for improved communication through video meetings; Manu: Praise takes the cake =); Acidlazzar: Rewards system from 1hive (accounting for social contributions); Yineisy: welcoming people; Vyvy-vi: cred flows, cohorts (Metagame); EdgarWeb3: 0xVentures, reaching out to projects they like as a DAO; Gene: Index-Coop ranks(should not be competitive); natesuits: icebreakers(different flavors make it unique and enjoyable, interesting to see the evolution)**
- Tam will be off for a few weeks! (personal emergency)
- [New orientation deck.](#)
- natesuits: introduction context; acidlazzar: Awesome beyond words already; EdgarWeb3: token engineering logo is black and gets lost somewhat (acidlazzar=)); Mount Manu: will fill in later; osycross: will fill in later; LBS: looks good at this time; Vy-vy-vi: no feedback, looks ok; Yineisy: slide 5, links are difficult to use
  - Praise to acidlazzar for this
  - First use this wednesday!

Acidlazzar's image: natesuits: good 1st edition, progress will be made with iteration, should add information about who to talk to for the immediate next step for whatever interest a new user might have, need to enable a fast track relationship creation mechanism to not allow a lapse for new users (could be addressed by the Guides when providing the "human link" between new users and their interests); durgadas: will address expected inclusions with acidlazzar later, probably shouldn't have overly complicated details;

- [Guides on Guides update.](#)
- Community Survey update?
- durgadas: should have an onboarding process for hubspot, need to reduce repetitive 1 on 1s with a more efficient orientation for all interested parties at one time, hubspot is not survey software, survey monkey integrated with hubspot probably a better implementation, structural questions still need to be addressed, system administrator layer could be implemented by utilizing subject matter experts that can apply cross-disciplinary knowledge, question for stewards- "What are the trans-disciplinary subjects that we need subject matter experts to work on?", email summary of working groups could be useful for keeping up with WGs, automated day-by-day email onboarding journey assistance, would save on man-hours; natesuits: hubspot spans many WGs, highlights the issue of structural issues, improved coordination between WGs will be needed to complete the hubspot onboarding process, should be aware that centralized tooling drastically increases complexity, centralized accounting for tooling efforts is necessary to keep track of people required to administrate; Edu: small

workshop for bringing necessary individuals together for hubspot, could be organized by communicating one-on-one for attendance; Vyvy-vi: possible for hubspot API to be integrated with discord for identity creation

- Orientation data update?
- Durgadas update?
- How are you? =)
- Edu: "I am happy to be in Panama.", natesuits: doing good, feeling good, personally happy, scaling is increasing stress, coordinating everybody who wants to help is a larger task than previously thought; Vyvy-vi: "I'm fine" =) sick last week, recovered now; acidlazzar: busy, lots of work, got motivated from a new podcast on illustration to continue acidlazzar instagram project, happy to be motivated; Mount Manu: trying to find a way to balance TEC and Gitcoin participation, doesn't want to give less than full effort in both, happy to have DAO friends; durgadas: busier than would like, gratified and grateful, world is responding to personal intentions, "keep saying yes to myself", relationships with Manu and Juan are going well, too much on plate still; EdgarWeb3: happy to have gained place in crypto, last week in school, happy to go on vacation, gene: glad to be back; Yineisy: "i feel awesome" =), glad to see everyone's work, really happy, thankful

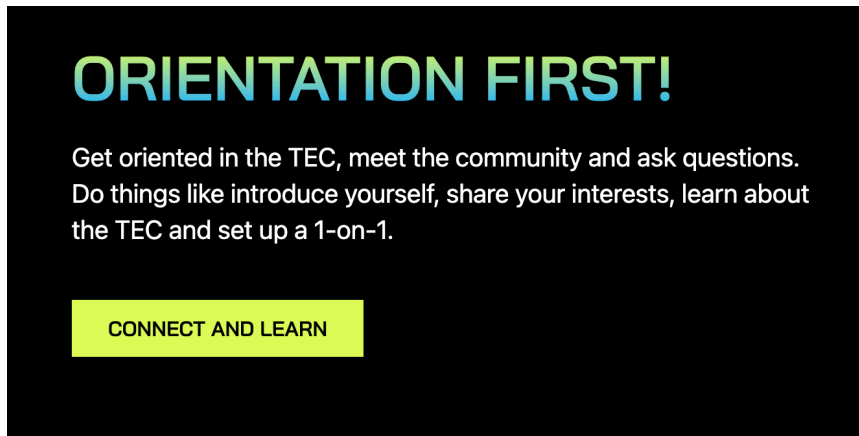
## Nov 22th, 2021

**Attendees:** Tam, ALOY, Gideon, Yineisy, Durgadas, LBS, Vy, Eduardo, Pythagorean, MS, Cesar.

Agenda:

- Are we recording? :D
- **A piece of advice you wish you WOULDN'T have received?**
- [Community Survey](#)
  - Does it need support?
  - Move it to hubspot
  - Allocate 3 minutes during the call.
  - Add a question: how long have you been on the TEC.
  - Connect discord and hubspot.
  - How much data is cool to keep?
- [GoG \(Guides on Guides\)](#)
  - FEEDBACK IS WELCOME and needed.
  - Visualization of the process.
  - Bullets for the process, how do all this fit together.
  - Showcase events on the orientation.
  - KickOff session
- Feedback on the presentation on Community Call.
  - Cheers to VyVy happiness coming across.
- Update on "Orientation data"
- Onboarding Journey: Channels needs to be filled
  - Wednesday to do the change.

- 4-6PM CET
- Can we change this to the specific time and calendar link:



- - Open issue -> go to calendly.
- Gideon's Piece.
- RT ALOY thread.
- Personal's updates. **How are you?**

## Nov 15th, 2021

**Attendees:** Durgadas, LBS, GideonRo, Tam, Vy, Edu, Nate, Livia, IvoMensch, ALOY

Agenda:

- Are we recording? :D
- **What's the most meaningful piece (tweet, article, news) that you have come across the past month?**
- Check-in on & update the [Sprint board](#)
- Update on graphics?
- Update on Members' Life Cycle?
- Are we ready to present Day 0 on Community Call?
  - MS present Day 0
  - LBS newcomer personas document & thinking
  - Vyvy Survey and guide-bot
  - (maybe Gideon discord channels)
- Cesar -> Survey for community Call - [https://docs.google.com/document/d/1NKAQcH43AzKaWAApqY3cxS41f\\_CSAU-RCYeiYLTETE/edit#](https://docs.google.com/document/d/1NKAQcH43AzKaWAApqY3cxS41f_CSAU-RCYeiYLTETE/edit#)
- Feedback on the decision making visuals. <https://www.figma.com/file/wJTMpwBS5f6LQKC2EJnwlg/Untitled?node-id=1%3A3>

## Notes

Model the exercise by posting things on the café.

Gene, Aloysious, Durgadas for potential Guides. Need to finish Guide's guide first. Guide kick-off session. Guides for specific matters.  
One more revision for the funding proposal to post it this sprint.

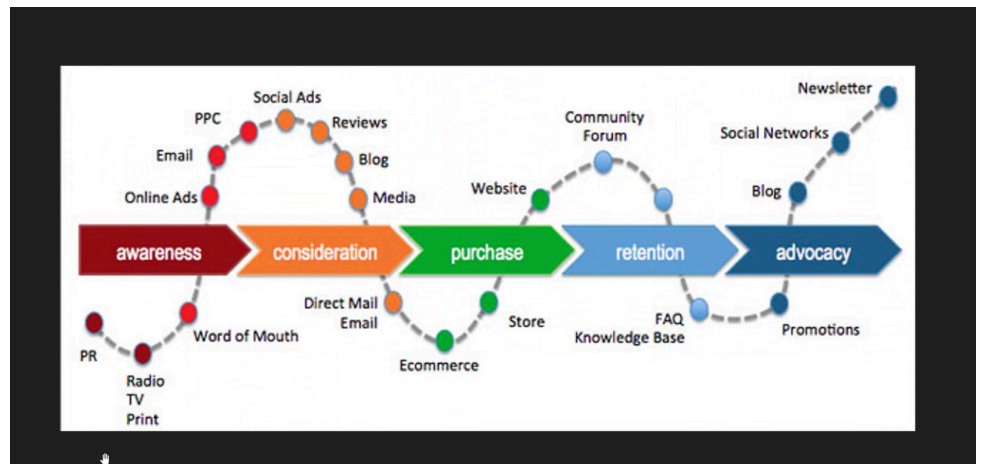
## Nov 8th, 2021

### Attendees:

### Agenda:

- Are we recording? :D
- **What exercise of empathy would you like to imitate on virtual communities?**
  - Uniqueness, present things different, weird tradition,
  - Repeat what others said, before jumping into a response
  - Praise is heartfelt.
  - Everyone you meet is fighting a battle you don't know about. Be kind always.
  - You assume everyone comes with an idea you don't know about. Rule Omega.
  - Wellness check.
  - Explain the basics.
  - Technology becomes a medium. To build strong relationships and not just cold
  - Ask everyone if they're Ok. Treat him like a friend forever. Feeling like home. Friendship.
- Implementation of the onboarding journey.
  - Presentation at Community Call.
    - MS? Vy?
  - So, what's next?
    - Figure it out what's in space. Understand what's expected of me. As a newcomer what should i do, what do you expect from / where to go? Experimentation. Do people like me? Care for me? Feedback, am I doing things right. (See [LB's Newcomer Journey Doc](#)). Getting connected to people I relate to and who can help me choose the next step. Easy, concrete, first contributions/quests that teach me more how to engage with the community. Teach me to use the zenhub to pick up contributions. Additionally, we should figure out how we're going to watch the MVP and track whether it's working the way we intended or not. Also also, build out the human-connection aspect (decentralize Eduardo). Really build out the guide resources to be potent and simple.
    - Who are the people who join, and how should we greet them? Cluster of people. Figure out ways to ask smart question, direct people into the right direction. Path as you gain experience. Path for simpler things, make them feel good with small contributions, pathways to gain responsibilities.
    - Find your strength area, become more involved with that working group.

- Knowledge base, bounty, gamify process, contributors to earn badges, dynamic NFT, quests, maybe you watch a video that's an explainer that get you a batch. Gamify the whole thing. Expanding gitbook. Don't take attention for granted.
- Beginning journey to tenure. A lot of different next steps. Look at the big journey. Where do I start? Give me something to do. Matching Skills with tasks.
- Graphic for DAOs



- Continuous feedback, always have the channel open. Adjustment in the onboarding journey, we are always transforming.
- Try different things, initial step: having a clean landing. Once we do this, we can start experimentation. Improve our wiki and information distribution. Pieces need to be updated. More distributed support for people. More than one onboarding call. New working group, talk about your interest. Like a call to pick information about skills from new comers.
- Onboarding journey is an accumulation of experience, a huge missing component is our system education. Cohort model is really good. Educating new comers do a lot of things and provide benefits and legit processes. Education bottle into one hour. Every three weeks. Classes for a period of time.
- Durgadas will love to talk to newcomers. Onboard them to our culture. Make it easier to locate. How do you locate people.
- Easy first contribution, watch the MVP: is it working? Holes? Unexpected wins?, building the human connection aspect. People connecting with people. Build guides simple to understand.
  - Gamification?
  - Pronouns
  - Follow up and retention practices
  - Guides
- Survey: Any reason not to launch the [new survey](#) questions now?
  - We go live.

- Before the community call, ideally.
- Need help with the setup call announcement bot.
  - Need admin permit.
- Are we going to ask what the community thinks about the community call?
- Orientation data update.
- Outreach about params party Update
  - This is the kind of feedback we get a lot of
    - *"Thank you Tamara. No one does outreach and keeps community in the loop better than the TEC!"*
    - *"that dashboard is AWESOME, and great to see progress as always 🙌"*
    - *"This is amazing btw!"*
    - *"Will join one of the parties next week. Interesting stuff happening!"*
    - *"Thank you! Greatly appreciate you reaching out! I have the calendar and will join one of these parties coming up. Very excited to be a hatchling!"*
- [TEC Partnership](#)
  - Is it possible to demo the Roam prototype, I'm very unfamiliar with that platform/product.
  - BSci is working on designing a Knowledge Commons, Gideon, I wonder how much of this might harmonize well with that initiative. I'm pretty sure it's Burredata leading.

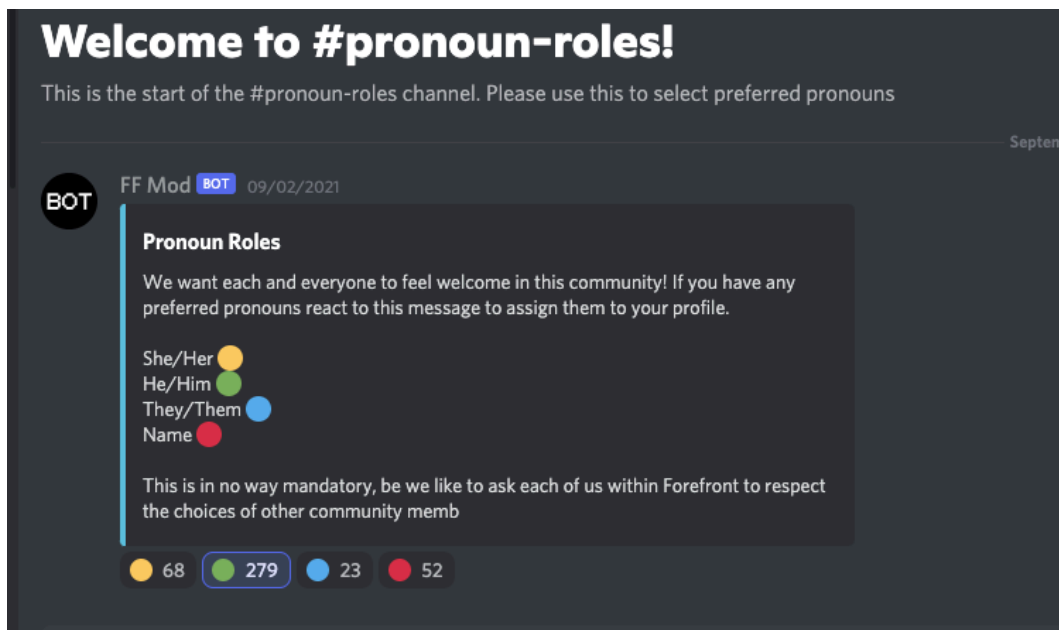
## Nov 1st, 2021

### Attendees:

### Agenda:

- Are we recording? :D
- Onboarding Journey
  - [Updated working document](#)
    - We will keep using the question about "How would you like to be addressed"
    - Gideon Suggestion could be paired on a second version of the journey





- [First “version” of the document.](#)
  - Presentation of the final version of the onboarding journey on Community Call (4/11)
- Checking in between ourselves
  - Incentivize participation on the TEC Lounge.
- Update on orientation data.
  - Eduardo on tuesday’s
  - [Gene on Friday.](#)
- [Outreach to Hatchers for Params Party.](#)
  - Focus on Params Party. Leave the multisig for another moment.
  - (If/when the nomination process is clear and outlined, this can be bundled into one outreach! But we should not delay inviting Hatchers to the params!)
  - Forum post explaining params.
- Whitepaper about onboarding: intersection in between automatization and human touch.
- Have we praise everyone’s work this week?

## Oct 25, 2021

**Attendees: Mount Manu, Gideon, Vy, Gene, Eduardo, LB**

Agenda:

- REMINDER: Tamara, record this call!
- Onboarding Journey
  - [Updated working document](#) (Page 4)
  - Note: LBSs [shared work this week](#)
  - Check-in on the Fake server Menu’s.
  - Meeting on Wednesday - 5PM CET
  - Survey/Resources in channel or in direct messages - what’s possible?
- Feedback on the TEC Praise double messaging.

- How do we handle feedback?
- Improve channels quantity, and make it more understandable
  - Add channel description.
- Update on orientation data.
  - Try to reach out everyone on the orientation data.
- Have we praise everyone's work this week?

[ ] Add channel descriptions to staging server

Agreed to: **Welcome Bot**(it's named verifier *at the moment*) - This handles the drop-down question for human verification. - This handles the guide channel, and the walkthrough flow with the buttons

## Oct 18, 2021

### Attendees:

Agenda: Gideon, LBS, Gene, Ivy, Wesley, Griff, Jugaadbhatia, Livia, VyVy-Vi

- Draft of the onboarding journey -> [Staging server](#).
  - Verification
    - Create a google docs with the Terms and conditions and share it with Livia.
  - Survey ([issue #978](#))
  - Guide ([issue #1033](#))
- Call announcement bot: sesh.fyi
- CommsDAO request
  - Manu and Chuy on Onboarding for creative contributors (direct them to CommsDAO)
- How to add calendar video
- [Draft of Funding proposal](#).
- Who wants to contribute? Add their user to zenhub.
- Check-in on bots for calls.
- Update of the manifesto.
  - Pinned to the channel.
- Onboarding twitter series/campaign

LB Github handle: @lexbirdie

Wesley: Suggestion to have less channels at the beginning, and also to take out a step (either captcha or form). + having only a few channels showing at the

LBS: Green Button of the Terms and conditions could be improved. Which questions are better to ask, which ones are more confusion, excited about the result of it and after the implementation.

Livia: maybe it feels confused with too many steps, maybe one channel with very clear information, and then it drops into that one.

Private channels only allowed to token holders or group people. Social coin platform.

Early Channels, what would be filled with? Need to have an idea of actions. Point and click channels that you always go to. Top channels that you are going to engage with.

Move Job Board up.

Two options after verification: your guide + other option.

## **Oct 14, 2021 - Workshop**

**Attendees: MS, Eduardo, Gideon, Vy, Metaverde, Tamara, Gene**

Agenda:

- Define implementation plan for these components
    - Intro
- [ ] Intro: Confirm the copy for “rules” and “code of conduct” -> soft-gov Eduardo.
- Bots
    - Human verification
    - Survey
- [ ] Survey: Final list of questions -> flow chart by MS
- Guide
- [ ] Guide: What are the buttons and links or content for them? (One of the options is to fill the survey)
- Channels reorganization (From Gideon’s audit)
    - New channel ideas: Proposals, Twitter, HelpWanted
- [ ] Final list of channels. Some ideas below: -> Gideon
- Tell me about yourself
  - Learn more about the TEC
  - Diving in / contributing
  - Calendar
  - Info about WG
  - Latest things happening
- 
- Explanation of the onboarding process.
    - Consensus on VyVyVi proposal.
      - What is needed to complete it?
      - Tasks
    - After validation process
      - Decision on which would be the next step

- Landing page and content
- About TEC
- Rearrangement of the discord menu.
- Add twitter Feed and proposal feed to the menus.
- Test of the entire process.
  - Check it with Gideon's Audit.
- Every 6 months, do an update check of members, to see if he/she's fine or want to change roles, etc.
- Ideas for button (do a flow chart):
  - Tell us about yourself, link to the survey
  - Let me know more about TEC
  - I already know and I want to contribute.
  - More information about the TEC
  - Dive in - contributing
  - Survey
  - Timing / Time zones
  - WG information -> then calendar.
  - Latest news.

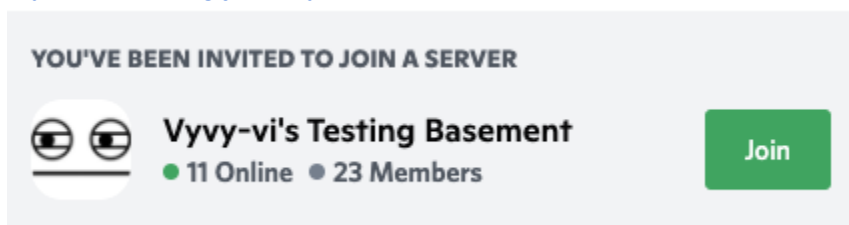
Provide broader context to newcomers, interconnected, history.

## Oct 11, 2021

### Attendees:

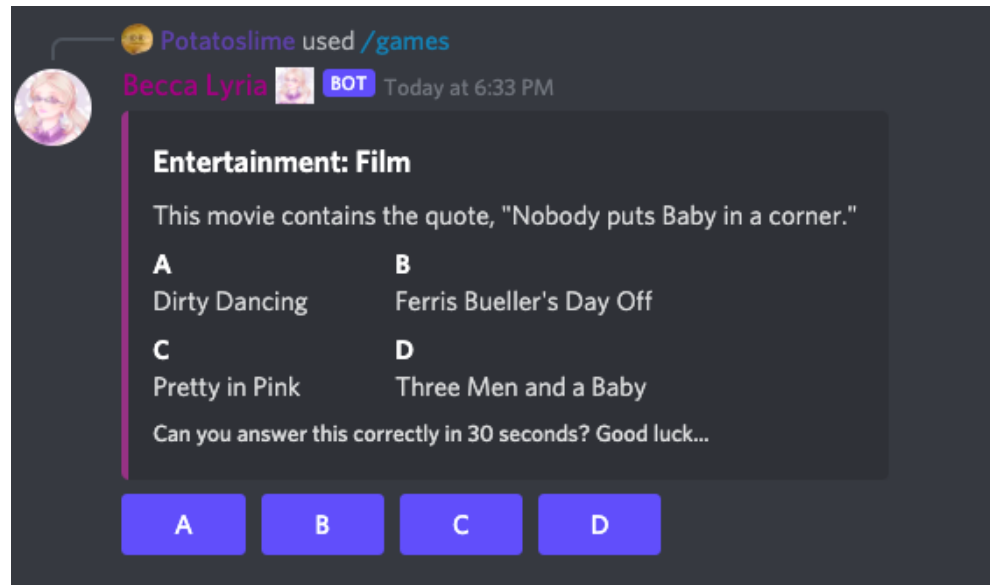
### Agenda:

- Make sure recording bot works!
- [\(Vy\) Onboarding journey](#). ← (miro board)



- Vy's test discord server (you can try it out here!) <https://discord.gg/csBqCyvF>

- Validation comes first than welcoming.
- After validation, an automated message gets sent with information?
- After validation shall we ask for choosing a path? (ABCD) (It has limitations)(only text prompt no links nor channels) (Discover the profile of the new comers) (learning as a form of contribution) (asking how much time contributors are willing to spend)



- 
- What is the storytelling behind this journey?
- Newcomer profiles
  1. Want to contribute
  2. Curious, want to know more
- Question: what does a fully engaged newcomer need & look like
- Gitcoin onboarding : assuming you want to contribute. One Q was "how many hours". Consider learning a type of contribution.
- [Gideon Audit](#) for Newcomers on discord.
  - Approach to discord distribution
    - Create an "about the TEC" fixed channel.
- Define first tasks for contributors
  - Call tasks - as first contributors is to provide feedback with PARAMS
  - How to add calendar
  - Post of the forum (requires a lot of reading too!)
  - Retweet their favorite TEC tweet
- Help with the welcoming texts for BOTs!
  - This is the [issue for the survey questions & welcome message](#). It **does not have an owner!** Would anyone want to do the think work / take ownership to run advice process on this?
- Roles in the TEC discord (to help with the onboarding journey)
  - ex . "welcomer"
- Zenhub [issue for the implementation plan of the TEC Discord Audit](#).

Notes

**Oct 4, 2021**

**Attendees:**

Intentions and distraction

What's the most interesting thing you saw this past week?

**Agenda:**

- Communitas new time! Monday 8pm CET
  - Recording bot? Or invite Zep.
- Scope and what we should focus on in the immediate term
  - Orientation/Onboarding
  - Simple action to take, how do we redirect them to that?
  - Onboarding journey end to end (what does this look like and what gaps do we have?)
    - I know what's expected of me
    - I have access to the tools to do so
    - New terms can be confusing
    - Understanding cultural practices
    - Easy to get lost with so much information stored in so many places
    - The initial warm welcome is highlight
    - Basic questions : what are we trying to do, who are we trying to attract
    - Confusing to start with: so many things going on
    - Difficult to find where you can apply yourself most efficiently
    - The WG descriptions on the website was so helpful
    - People reaching out (ex, Juanka asking "hey, you're new, need help?")
  - Communitas
    - Receiving people, sense of belonging
    - Education
    - External engagement (TE Scouts)
  - Ideas
    - Each WG has a set of small tasks that will help new members "get to know" that WG.
    - Welcome package containing "series of quests", roadmap, MVV, how Praise works
    - Knowledge base of current good onboarding processes in other DAOs. (Gideon would volunteer to help here).
    - Onboarding by pairing people up together. Stewards have so much on their plate, this can alleviate any idea that Stewards are required to
    - Engagement ladders, leading up to engagement pyramids
- Feedback on the Forum proposal.
- Status of Nic Dashboard
  - Integration to the onboarding process

- VyVy Bot
  - What do we do with the data?
- Onboarding process
  - Who wants to reach out to new members?
- MountManu Message for Usertesting.
  - Livia's message.
  - Keeping it public, the dmng.
  - >Done
- Funding proposal.
- Outreach to contributors.
- [Forum update of the WG](#)
- Wishlist

## Notes

Nate: work on documentation.

Gideon: How to plug in.

Nic: Join the communitas call, dashboard.

Tam: Would like to help as much as I can, observe and see how I can fit in. Talk about focus and channel priorities and then figure out how to execute it.

David: First meeting, intending to observe and find out about what communitas, would love to help out if compatible. Cross work group coordination, also related with twitter.

Craig: First meeting too, looking to contribute.

Gene: Align myself with some tasks to push the agenda forward. Try to see if we can focus with the great ideas that are around. One step at a time.

LBS: Source cred

Tamara: Onboarding is a refining process. Onboarding is personal and inclusive, it means a lot to us, welcome to newcomers by human interactions. Onboarding is something searched in the DAO SPACE, it could be a blocker to access. We are continuing the process of orientation that was started. You land on the discord server -> contribution. You are matched based on your skills. Use contributor tracking spreadsheet.

LBS: Makes a huge difference to have an interpersonal connection when you arrive in space. Somebody to be connected with. ALOY, Ping me to the correct channel. Praise Bot (make it clearer). What is expected from me, and the tools needed to do stuff. How do i get rewarded, how do I interact, and how do I contribute?

TAM: We need community carers. Specific person for new people.

Aman: Personal connection matters. It's not only about information, people should be there to guide you. New terms are confusing to me.

ALOY: Operational Awareness is key, how do we share values. Understanding cultural practices, and what do we talk about when I mention the TEC? Awareness to environment.

Gideon: Initial touch was incredible, the human touch is quite special. My experience after that got me lost, so many places and information, so many channels. The warm feeling keeps me and holds you. Basic questions like what are we trying to do, that I found digging. We shouldn't dig hard to find answers. MVV is inspired.

Gene: understand the skill set and where to apply it. Struggles in confidence in feeling that I can contribute in something intelligently.

ALOY: website was very helpful, we may need a map to orientation. Easy to find information. Praise power to me.

NIC: new to crypto space, Marko led me here. Took me a lot of time to find the information to start doing something. Joining call to start making sense. It was hard and scary.

Nate: 1. receiving people, keeping human element, prioritizing inclusivity, funneling into the right WG, hard to keep them engaged after arriving on a WG, 2. focusing on education, we really need to have the education and documentation. 3. External engagement: dao to dao coordination.. Develop a sense of belonging.

Nic: more questions for the bot, time zones and time availability. After the bot collects, a community manager reaches out to them, and provides specific information according to what the person fills the question.

LBS: I join the server, I validate myself, and receive a curated set of resources. Hey you are new, this is a little quest to engage with the space. Table of content guide. Go to the orientation, here is the roadmap of the entire structure (-> you are here kind of map). I need to know information. List of names of WG coordinators.

Gideon: use other references of onboarding and store them. Task: share your own process as a first task. Peer to peer, help someone new, even if you are new too, because you know more than her/him. Building engaging ladders, rollup into engaging pyramids (follow up)

## Sept 28, 2021

**Attendees:** suga, gene, manu, ivy, edo, leyi, martin09, innov8tor

### Agenda:

- News update
- The state of the bot - Vy?
- [Funding proposal](#) - please add details!
  - Manu - Deep Work Protocol!! (Andre met TEC at EthCC Paris; interested in connecting; also works with Zargham and Blockscience) - community management platform
    - "Soft approval" - needs advice process, etc.
- [Nic's proposal for members dashboard](#) - Mountmanu



- GOING TO ADVICE PROCESS SOON ON FORUM
  - Kristofer working on one for CS
  - Link with bounty bot inspired by 1hive; gamified; quest completion; integrated with rewards system; connected by wallet to acquire tokens after completing issues
- Anna-Marie's pods idea (as coming from [Enspiral](#))
- Orientation: Livia's idea of having one that accommodates Americas/Europe and one that accommodates Asia/Australia.
  - One each every two weeks that is well promoted.
- Index Coop - read about it here: <https://defiweekly.substack.com/p/understanding-index-coop-pt-1>
- [Communitas' corner of the TEC Miro Board](#) as created by Anna-Marie.
- Community solicitation

**To do:**

## **Sept 21, 2021**

**Attendees: Eduardo, Suga, Tamara, Vy, Gene, Manu, Zeptimus**

**Agenda:**

- [Nic's proposal for members dashboard](#)
  - Sync with Nic to develop more about that idea.
    - Take a date with Mountmanu, to join efforts.
- Bot - needs to go through advice process with Livi and Tam
  - Add time zones
  - Request advice from Omega and Soft-Gov.
  - Request advice form Subject matter experts, such as Kelsey.
  - What do we do with the information?
  - On the airtable don't place sensitive information.
  - Mountmanu presented introduction to Index Coop
- **Has this happened?** → Discord changes
  - Change "onboarding" to "community" and add "support" to it
    - Done.
- Community Call slides update
- Daily checking on platforms
- Orientation
- Promote TEC Lounge - "crypto-social Fridays!" (integrates TE Scouts)
- Workspace coordination (zenhub) for contributors
- Outreach to hatchers.
  - Spreadsheet, letting everyone know about the votation process.

[ ] index coop as inspiration as a group that does a great onboarding process . Manu dropped a deck in the komunitas channel.

## Sept 14, 2021

**Attendees:** Edo, Suga, Zepti

### Agenda:

- Bot
  - 3 part bot; third item shares links (?)
  - consensus: Data stays in private Discord channel
- Discord changes:
  - Change “onboarding” to “community” and add “support” to it
- Community Call slides update
  - Updated due today.
- Daily checking on platforms
- Orientation
- TEC Lounge - people showing up! <-- changing time from 9pm to 5pm Friday
  - One of various complementary projects
  - Open to everyone!! Promote to new folks as well. To just talk and learn and “vent”, etc.
- TO DO:
  - add YouTube descriptions (Zepti take from calendar)
  - Suga share orientation video with Edo

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## Sept 7, 2021

**Attendees:** Anna-Marie, Edo, Suga

### Agenda:

- **Roles** - What are your expectations and things you would like to do.

**Edo:** relationship building, point of contact b/t proposals and Hatchers; now Hatchers are part of community = facilitate their integration; also PR/outreach to other communities - spread the word in a more human way (not necessarily tech related)! Welcoming people, “front desk”, customer service --comfort zone. Expectation: to find a space that’s comfortable, and this is it (and good full circle with Hatch Outreach).

**Anna-Marie:** income contingent (currently up in the air); therefore a couple hours a week. Play out re: energy. Need to earn a living! Interests: intimacy, relations, pods

How do we make DAO’s a good fit? Inclusivity, accessibility, share information, take care of people through systems and structures and pathways for intimacy; helpful and present too

**Suga:** We have take in to account the new funding model proposal. This is my work position, I am present to whatever it takes to make it work. I don't have clarity on what I like or what I would love to do.

- Manifesto:

Do the discord channel. Change Onboarding to Community. Move things on support to Community

- Bot Q's:

1. Preferred name and pronouns and handles (Discord, Telegram, Twitter)
  - a. Plus description
2. What brought you here?
  - a. Description offers ideas like:
    - i. Proposals for TEC funding (research, TE education)
    - ii. Contributor in the TEC
    - iii. Educator
    - iv. Token engineer
    - v. Social science/cultural Ibuild/governance, etc.
    - vi. Partnership

- Zenhub - for contributors
- AMA/orientation
- Video
- Gamefication onboarding
- Funding proposal