Ukraine DAO Fundamentals - Mission, Values, Strategy

Public version in Notion: [Ukraine DAO Fundamentals](#)

[*Note from Alona: I've taken a lot of advice on this lately and will be reworking this doc over the next 2-3 days.*

Key points:

- *The single most important advantage Ukraine DAO can achieve is its organizational health. This will be a deciding factor in whether we manage to have a long-lasting impact for Ukraine.*
- *Organizational health means: minimal "politics", minimal confusion, high morale, high productivity, low contributor turnover.*
- *Culture fit is the most critical thing that should be considered for onboarding new contributors. That's why we aim to make the materials related to mission & culture etc as precise as possible.*
- *Mission & values should be something memorable & specific, it should describe what makes Ukraine DAO stand out in comparison to other projects.*
- *We'll adopt Amazon's approach and in addition and in addition to things that we do the docs will also spell out what we **do not** do.*

Ukraine DAO is a long-term worldwide decentralized effort of supporting Ukraine.

Mission: support Ukraine and help Ukrainian people, specifically:

1. Help stop the war and defend Ukraine from the Russian invasion

2. Provide support to Ukraine's defenders, Ukraine's government and Ukrainian people.

3. Help rebuild Ukraine after the war

Values

Conviction.

We strongly believe that Ukraine has agency and the right to defend itself against an unprovoked Russian invasion.

Open Communication.

We speak, both within the DAO and externally, in an honest and straightforward way.

We share what is on our mind while respecting others, and communicate with clarity and transparency.

Dialogue is encouraged, new connections and introductions are constantly being facilitated among members, and strong personal relationships are valued in the DAO.

Humility.

We understand that our opinions can be challenged by others, and we approach new conversations with curiosity and an open mind. In particular, we place high value on the perspectives of Ukrainians themselves.

Humour.

We maintain a sense of humour even in the most challenging circumstances. We share memes and jokes, and laugh with each other as much as possible. We understand that humour is often a source of comfort and a coping mechanism for Ukrainians.

Ownership.

We take on tasks with a sense of personal responsibility.

We have the initiative to put in effort, find answers, and problem-solve independently when possible. We take pride in the quality of effort that we put into our work.

Strategy [in progress]

- **Harnessing blockchain to make change offline, in the real world - in Ukraine**. That is what crypto has done so far for Ukraine, as the world discovers the benefits of digital money that can be sent dramatically more quickly and cheaply than bank transfers.

""War is nothing more than the continuation of politics by other means,"

Resources:
1) **[The Advantage](#), Patrick Lencioni**
2) **[What Can DAOs Learn from Holacracy? (Part I)](#), Demetria R. Giles**
3) **[How to uncover your real company values](#), Rahul Vohra**

NOTES ON COHESIVE LEADERSHIP

Members of a leadership team can gain a general sense of their organization's health and, more important, identify specific opportunities for improvement by completing the following checklist.

Build a Cohesive Leadership Team

- The leadership team is small enough (three to ten people) to be effective.
- Members of the team trust one another and can be genuinely vulnerable with each other.
- Team members regularly engage in productive, unfiltered conflict around important issues.
- The team leaves meetings with clear-cut, active, and specific agreements around decisions.
- Team members hold one another accountable to commitments and behaviors.
- Members of the leadership team are focused on team number one. They put the collective priorities and needs of the larger organization ahead of their own departments.

Excerpt From: Patrick M. Lencioni. "The Advantage: Why Organizational Health Trumps Everything Else In Business (J-B Lencioni Series)". Apple Books.

DEPRECATED

Mission: Using the power of web3 tech and community to help provide support to those affected by the war in Ukraine.

Vision: Helping rebuild the free, peaceful, sovereign Ukraine.

Decentralisation. We bring in members with a broad range of skillsets and expertise, encouraging global participation. Our decentralised actions support the

efforts of the "offline DAO" that is the Ukrainians on the ground. We continually involve members in decision making and structural evolution.

Awareness. We provide and share resources that offer rustworthy updates on current events, promote and educate on Ukrainian culture, and amplify voices on the ground.

Values:
Transparency. We publicise Ukraine DAO's actions and progress, and provide honest and open communication to the community. We do what is right by Ukrainians, we properly vet partners, and we only aim to associate with individuals and entities that generate positive impact.
Selflessness. The contributions that we make and the support that we provide are always done with the interests of Ukraine and its people. Self-interest and personal gain do not influence our decision-making processes.

- **Protection of the DAO's reputation & good name** - it is important to ensure responsible management of the DAO treasury. It's important to take all the necessary steps to ensure that:
  - the funds raised don't end up in the wrong hands through negligence/lack of good processes
  - that we work with trusted NGOs/charities who are capable of handling the funds donated in a transparent way
  - that we don't assist bad actors/scammers
  - that through our efforts with humanitarian aid/rescue efforts we don't end up helping people taking advantage of the refugee crisis
  - Make it easy to view our transactions - not just for crypto-native people

OPERATIONAL IMPLEMENTATION OF THE MISSION

NB: This is a working draft to be adjusted as appropriate. It won't be included in the manifesto. [Notion](#) [link](#).

Governance Flow

Governance Proposals

Grant Requests & Proposals

Triage and ratification.

Sent to Triage Group for working group assignment.

Re-work

Sent to U.D. Multisig x Council for ratification.

Veto

Dead proposal.

Ratified

Operations Support

Triage Team.

- Micro-requests classification and referral.
- Agency/charity/ngo requests classifications and referral.
- Operational and logistics support for evacuation
- Existing approved agencies/charities/NGOs

Ops team delegates internal work.

External NGO/Charity handles request.

Internal Operations, New NGO approvals or External Referrals

Multi-sig execution (if applicable).

Vetting and addition of new approved NGOs and charitable agencies.

Vetting Group performs due diligence on recommended agencies.

Submitted to U.D. Multisig x Council for judgement

Donation for NGO Approved

Needs more work.