

# Summary

The [Aragon DAC](#) started as [an idea in July 2018](#) and the current team formed and began to make a noticeable impact in November. During that time we've solidified our leadership and focused our efforts on improving [hack.aragon.org](#), [aragonCLI](#), [aragonAPI](#), and enabling DAOs to interact with Dapps. This Flock Proposal outlines the development projects the Aragon DAC plans to tackle in the next 6 months.

Specifically, we will spend 75% of our time continuing the development of these core infrastructure projects:

- [aragonCLI](#)
- [aragonAPI](#)
- [hack.aragon.org](#)
- Dapp-DAO Interactions

15% of our time on new development projects:

- [Function Registry DAO](#)
- [LiquidFunding & Liquid Democracy](#)

And 10% of our time on developing a strong Aragon Ecosystem with:

- [Online Office Hour Appointments](#)
- [In-Person Events](#)

Our long term goal is to build a sustainable consulting service, to reduce the funding requirements on the Aragon Association by bringing outside funding and development efforts into the Aragon ecosystem.

To accomplish these objectives, we are requesting a 333,000 DAI one-time payment, plus 80,000 ANT with 1-year cliff and 4-year vesting period.

This is the first of many Flock Proposals by the Aragon DAC. We hope to expand this team and spin out a user-focused Community R&D group in future Flock proposals to continue our mission to build the future of human collaboration with Aragon.

## Deliverables

We outline many tangible deliverables throughout this document but fully expect to take an agile approach and adapt to what features are actually valued by the community. We will be re-assessing sprint scope on a monthly basis, and some of these projects may be modified to allow us to favor other more pressing needs that may appear.

In addition to deliverables, we will attempt to capture corresponding metrics for which we will begin establishing goals after baseline metrics have been collected in Q1.

## 1. Improving Developer Experience (devX)

We will place a strong emphasis on devX, more specifically developer tooling, developer documentation, and developer outreach. Our primary goal for this next 6 months is to give the community of developers building Aragon DAOs a solid foundation to build upon.

In order to gauge the success of the devX initiative we will use the following metrics:

- Watches, stars, and forks of Aragon repos
- [Downloads](#) of Aragon packages
- Hack.aragon.org and developer-oriented blog posts traffic metrics
- Issues closed by our team in hack, CLI and API repos
- Requests for office hours

### 101 aragonCLI

We will own, maintain, and improve the aragonCLI repo. We will put a strong focus on ensuring this tool is both as stable and as robust as possible. Continuing our current efforts we will finish any additional work on the set of [DAO commands](#) and strive to implement [100% code coverage testing](#) to help avoid situations where part of the tool is unusable. We also plan to [refactor the repo](#), broaden the support for various environments by integrating Windows support and ensuring the CLI is supporting a variety of nodeJS versions and web3 providers.

We have a [list of our intended improvements](#) for more details but, in general, anything that can be done through an Aragon UI should be possible through the CLI. Following this development path should allow the CLI to facilitate the development of tools that interact with a DAO independent of a user interface such as web3 based services (Like [Status Extensions](#), Chronologic, or DAI integrations). Making it easy for dev teams from the wider community (not Flock teams) to build these services, giving special attention and prioritization of their needs is our favored approach rather than development of these services in-house. In general we will be prioritizing features based on developer feedback.

### 102 aragonAPI

We will own, maintain, and improve the aragonAPI repo. We will focus on ensuring the stability of aragon.js, improving developer experience and working together with other Flock teams to implement the features they need or find useful.

To ensure the stability of JavaScript implementation of the API we will put together a testing strategy which would include automated tests (end to end, integration and unit tests), for as many browsers as possible as well as various nodeJS versions and web3 providers . Having

these tests in place with continuous integration would also make maintenance work more efficient. In the process of testing the API, a formal specification can be written which can serve as a starting point for other language implementations.

To improve the developer experience, we will listen to feedback from the community (and Nest grantees) on how the API is actually being used and if there are any limitations of the API that would make them use other libraries. We will create small case studies on how the Voting app and the Token manager app use the aragonAPI to serve as tutorials for users as well as making emerging patterns of developing frontend apps more obvious. We will also implement an error system with unique error codes and useful messages for common developer mistakes as well as possible edge cases which could cause hard to detect bugs.

Related GitHub issues: [#231](#), [#226](#), [#216](#), [#215](#), [#207](#), [#145](#), [#134](#), [#109](#)

## 103 hack.aragon.org

We will own, maintain, and improve hack.aragon.org. Our first big task is to work with the A1 team to [move hack.aragon.org to a new design to implement feature improvements](#). An important feature we'd like to add is feedback mechanisms so that readers of the docs can help surface areas that need more work. Additional features are [listed here](#).

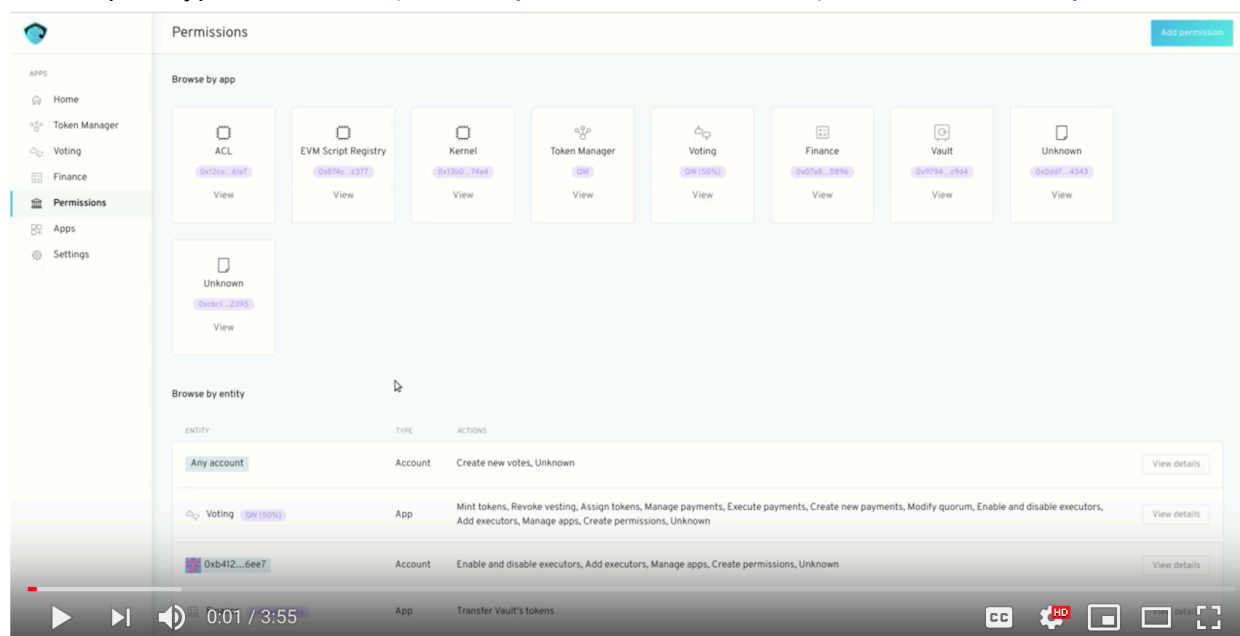
We would also like to begin the development of a [new enhanced tutorial](#) based on an [expanded approach](#). Ideally, it will give a deeper understanding of not just how to get the many tools working from the Aragon stack but also detail why they work the way they do and illustrate the ideal development flow for a real world application.

## 2. Enabling Dapp-DAO Interactions

An important property of DAOs will be ensuring that it's possible to take actions on external Dapps. For the last several months we have made significant progress on the Provider Engine, the core piece of software which enables this functionality. We have a working prototype in Frame but for the desired functionality to be used, the prototype needs to be further developed. In order to move this forward we'll establish the following metrics:

- Number of external Dapp transactions processed through Agent/Actor app (Provider)
- Number of Aragon DAOs interacting with External Dapps (Provider)
- Number of functions registered (Function Registry DAO)

See the prototype in action: <https://www.youtube.com/watch?v=uqb3fLNa7U8&feature=youtu.be>



## 201 Keyring and Provider Engine

The Keyring Engine enables Aragon DAOs to interact through custom web3 providers in the browser. Effectively this will allow users to import an Aragon DAO into their web3 browser much like they would import an external account, but with one important change: when a DAO is selected as the browsing identity, the default result of a button click in a Dapp will usually initiate a vote on whether that action should be performed in the Aragon DAO. We have a working prototype and are excited to continue its development and maintenance. The current design is compatible with MetaMask and we will push to get this functionality into MetaMask, however, that will not happen during this 6 month period as it has more to do with standardization and politics with other platforms than actual development. Instead, we will focus 100% on building and testing this functionality on Frame.

The Provider Engine provides similar functionality for CLI applications like truffle and future extensions. The Provider Engine is [almost finished](#) but needs to be continuously updated and maintained.

## 202 Frame Integration

We will continue our work perfecting the Provider Engine's integration into Frame so that any DAO can be added to Frame's interface. The next step is to build up the transaction flow more so there's a secondary confirm screen in the UI, making the first screen more informational instead of a confirm screen. Much of the following work will require the Agent app to be finalized

for appropriate optimization to be done as well as working with various Dapps to improve Frame compatibility.

## 203 Agent/Actor App

The [Agent/Actor app](#) will be both a vault app and a forwarder. It will be the app that most external Dapps see when a DAO interacts with them. We will assist in the development of the Agent/Actor app as needed to support the integration of the Aragon Keyring and other related functionality.

## 204 Function Registry DAO

In order for functional calls to external Dapps/DAOs to create human readable votes in the short term, a registry of function calls will need to be implemented. This registry will store appropriate (Radspec style) messages communicating what the function that is being called does.

The short term strategy will be to implement a registry moderated by a simple 2 of n multisig Aragon DAO. When a user calls a function in an external contract that has never been called by an Aragon DAO before, they will receive a prompt to input a description for that function call. That description will be connected to a unique ID generated by the hash of the contract address with the function's bytes and then displayed in the Voting app.

When first displayed, there will be a HUGE warning explicitly warning all DAO members that the description of the function has been input by a specific user and the description may be potentially malicious. That very obvious warning will only be removed when the Function Registry DAO, acting as a curator of this list, has approved/edited the description. Then the text will be displayed without a warning. The long term goal will be to replace the multisig governance of this DAO with a TCR model.

The development roadmap will follow the following steps:

1. We will create a comprehensive specification for the registry
2. Gather Flock team members' approval of the specification and support to become members of the DAO
3. Build out the registry
4. Deploy the DAO
5. Seed the registry with expected common entries
6. Create a short tutorial for best practices when creating an entry

## 3. Developing Use Cases

There are a lot of potential use cases for Aragon DAOs that can be achieved with the existing tools such as the Function Registry DAO, however, more hands-on experimentation needs to be

done with the setup and use of these organizations. The DAC, as a blockchain-based entity is in a perfect position to attempt some of these experiments and use this experience to feed our development roadmap.

Since we'll be the primary 'users' for most of our use case initiatives in this 6 month period, it's difficult to establish metrics that don't promote overuse and a misallocation of development time. For this reason here are the primary metrics we'll initially associate with our "DogFooding" initiative:

- Experimental vote turnout within the team
- Number of Apps installed in the DAC's DAO
- Execution on the Status DAO Roadmap (qualitative)
- Number of issues submitted by organizations asking for development assistance closed by us

We will include more metrics as they become apparent, and we will take influence from two main input streams: what the team can implement and use internally and what the team can see is requested externally.

Our intention is to eventually turn this work into a revenue stream where we can work with organizations to develop their desired governance models and help them onboard their teams to their own Aragon DAO, but this is unlikely to occur during this 6 month period outside of our current relationship with Status.

### 301 Internal Use Cases

In an effort to dogfood our work the DAC will push forward initiatives such as our own Aragon DAO for payroll and governance and kickstarting the Function Registry DAO. This process will allow us to start some initial experiments with how an organization would use Aragon for its team governance. For internal development we'll focus on what tools we'd need in our own DAO as a small organization. In order to do this we'll take strong signals from the [DAO use case research forums](#) and implement as many new features as possible without interfering with the day-to-day progress on our various objectives. We'll likely use our own token-based signalling approach to prioritize what new applications we integrate into the Aragon DAC organization.

While developing the Function Registry DAO we will gain practice onboarding a friendly technical audience to a simple DAO. We will document our experience with this DAO in short Medium posts examining the best practices to encourage participation and other related topics.

We also would like to introduce a way for the organization to vote on ANT proposals with the collective voting power of the organization, however we will not be prioritizing the development of the Voting Rights app in the next 6 months.

## 302 External Development Support

Ideally through our own use case opportunities we'll be able to get some meaningful data related to potential use cases that need to be further developed, however, our long term goal is really to be focused on helping to develop solutions for external teams. We will have our first opportunity to do this with [Status](#). By developing features for other teams, we will gain valuable perspective on features needed for independent developers and receive external validation of the developer experience using our tooling which will feed into the prioritization of development streams.

### LiquidFunding and Liquid Democracy

LiquidFunding is essentially [Liquid Democracy for Fund Management](#). A slightly modified version of Giveth's LiquidPledging Contract will be used to create a complete Aragon app, enabling a novel governance system without voting. The LiquidFunding app is built upon a hierarchical delegate chain which allows Aragon DAO members to delegate authority over their funds to other DAO members while maintaining veto power over the decisions made to spend the funds they have contributed to the DAO. This application could easily be converted to a Liquid Democracy application by distributing voting tokens to DAO members, however, that is not the initial use case.

Status has a strong desire to [implement LiquidFunding](#) into the Status DAO and want to work with the Aragon DAC to make it happen. They are still working on finalizing the design spec, but the framework has been fully integrated into embark and we can begin to work on the smart contracts: updating them to latest solidity version, adding code coverage, adding revert strings and updating them to latest AragonOS release. Much of the resources required to build this app will come from the Status team and Giveth has funds allocated to audit these contracts as well.

This will be DAC's first experiment in developing an Aragon app for a third party. A lot of documentation of the process will be made to inform future interactions like this, eventually developing into a full fledged consulting practice. It's completion is not guaranteed during this 6 month period, as it relies on working with external parties needs and requirements as well as the UX will likely need several iterations, but by the end of the 6 month period we will have a complete LiquidFunding app proof of concept that can be used.

### Feature Support for External Teams

As stated throughout this document, we strive to support external development teams' desired functionality of the platform. We will direct external teams to use normal git flow for feature request and bug reporting and we have allocated a lot of development time to prioritize these requests.

## 4. Onboarding & Educating the Community

The DAC is excited to kick start developer outreach projects to create an easy onboarding experience for new devs. An important part of the developer experience will be ensuring we have the proper interaction streams to engage developers regularly. We will start with Office Hours and having a presence at conferences, if they are successful we will allocate more resources to them. If they fail to produce our desired results then we will try other approaches.

### 401 Online Office Hour Appointments

We will open up our calendar to the greater Aragon community to allow developers to have a 15-60 minute session for detailed assistance dealing with the more complex questions of Aragon development. This will keep us in touch with the greater Aragon community, their needs and their challenges in working with our stack as well as give us opportunities to offer more direct consulting services for a fee.

This is an Aragon ecosystem-wide initiative and as such, although led by the DAC and likely the DAC team will fulfill most requests, we hope to collaborate with other Flock teams to provide the community with the best person for facilitation as long as that person is willing to make the time.

### 402 In-Person Events

We will attend various events, but with a special focus on Ethereum Hackathons. These are great opportunities for personally introducing interested projects to the Aragon Ecosystem. We will minimize cost by encouraging only local members to attend in-person events with a policy of a max 400 DAI reimbursement for round trip travel and a max 50 DAI/day reimbursement for food and lodging. This will be the case for all events besides Aracon, which is followed by our off-site to launch our Flock work.

We will develop a goal for each event and a strategy to achieve that goal. For the most part, Griff is the only member of the team that will attend these events. Upcoming events we plan on attending: January: Meet up in Chiang Mai & Aracon, February: ETHDenver, March: Ethereum Magicians, ETHCC & ETHParis, April: ETHCapetown.



# Grant size

The Aragon DAC is requesting a 333,000 DAI one-time payment, plus 80,000 ANT with 1-year cliff and 4-year vesting period.

## Background

To justify our request, and keeping in mind we were building the team from scratch and on-boarding team members to the Aragon stack. We had a very slow start as we initially tried to hire leadership from outside the Blockchain Space. This was for the most part a failure that slowed down our progress. We have changed our hiring strategy to be more organic, targeting inspired community members instead.

We did however find leadership and with our team structure solidified we have had great success in the last two months. See our [first formal sprint report](#) from January 4th. We will continue this structure and present open status report meetings to maintain accountability from the community.

We spent \$140,288 in the last 6 months (until Jan 7th). \$19,400 went to the Protofire team, for the payroll app, and \$120,888 went to the DAC.

We kept the funds initially given to us in July as ETH on the Giveth DApp unfortunately, and have run very low on funds because of the ETH price crash. We will continue to work on the stack uninterrupted until the end of January as long as our proposal is still being voted on by ANT token holders. We are working under the assumption that we will be reimbursed for this work upon receiving the Flock proposal.

Since starting to contribute to the Aragon stack we have taken ownership of several repos and made strides on the following core pieces of the Aragon Ecosystem:

### aragonCLI

aragonCLI work has focused on maintenance including anything that improves the way aragonCLI runs (such as adding additional checks or displaying better error messages). There were also some minor feature additions, bug fixes as needed based on user reports, and some tweaks to the workflow. It did take some time to learn the preferred dev practices of the A1 team and the repository. Below is our detailed summary:

- Workflow changes
  - Added [git hooks](#) to improve development workflow

- Refactored to [monorepo structure](#)
- Feature adds
  - Added [call command](#)
  - Added [silent and debug logging](#) options
  - Enabled [environments in arapp.json](#)
  - Added a new command [aragon start](#)
  - Updated aragon run to include [pre-build of client](#)
  - Added APM [info & package](#) commands
- Maintenance changes
  - Deprecated [aragon init](#) in favor of [create-aragon-app](#)
  - Handled [arapp.json parsing errors](#)
  - Displayed more info when an app's [content cannot be found](#)
  - Implemented better [ipfs running check](#)
  - Removed licenses when [preparing template](#)
  - Added filter for [files passed as parameter](#) to not be ignored
  - Imported [devchain from aragen](#)
  - Cleaned up [APM](#)
  - Updated [yargs v12](#)
  - Allowed [setting permissions](#) on app install
- Bugs
  - Fixed [broken dependencies](#)
  - Fixed [linting check](#) and warnings
  - Fixed [setPermissions in DAO install](#)
  - Prevented [conflicts between major aragonOS versions](#)
  - Fixed [printing apps table](#)
  - Fixed bug in [acl view cmd](#)

## aragonAPI

After getting familiar with the codebase we focused on the lowest hanging fruit such as the simplest features and tests. Later we turned to high-priority features and testing the critical parts of the API. Below is our detailed summary:

- Workflow changes
  - Wrote unit tests for the [client](#), [wrapper](#) and [messenger](#) packages
  - Setup [linting on commits and integrated prettier](#) to speed up development and reduce back and forth on PRs
  - Setup [metrics for the library size](#)
- Feature adds
  - Created a [provider engine](#) which allows forwarder accounts in a DAO to be used as an account by truffle
  - [Added intents for external contracts](#) to allow apps to write to other contracts, not just their main one
  - Allowed [apps to get information about the kernel](#)

- [Allowed specifying tokenName and tokenSymbol](#) when creating new DAOs
- Maintenance changes
  - [Rewrote the API for Aragon apps using events and promises](#) which will make it easier for people without RxJS knowledge to get started
  - Setup [docs to be generated from the source code](#)
  - [Updated all packages to RxJS 6](#) which is supposed greatly reduce the bundle size
  - Setup [IndexedDB](#) to leverage higher storage limits for caching
  - Pulled [contract ABIs from @aragon/os](#) so we don't have to manually sync them
  - Added error handling if the [DAO is not found](#) by its address
  - Added [more intuitive error emissions](#)
- Bugs
  - Fixed the [@aragon/wrapper options](#)

hack.aragon.org

From Oct-Dec we implemented the following on [hack.aragon.org](#):

- Edits throughout site to improve clarity, tone, style, and grammar. PRs: [42](#), [43](#), [44](#), [47](#), [49](#), [51](#)
- Created a [product backlog](#) for the site to improve functionality; this has been handed off to Adri to incorporate into new designs
- Came up with a [plan for a new expanded tutorial](#) and [started writing it](#)
- Created a [CONTRIBUTING.md file](#)
- Salvaged what we could from [Derek's unfinished work](#)
- Assisted with [updating the docs to aragonOS 4](#)
- [Renamed packages](#) throughout the docs
- Setup aragon.js documentation to [pull directly from source code](#)
- [Improved the diagrams](#)

## DAO-Dapp Interactions

We worked on two tools that will enable Aragon DAOs to interact directly with Ethereum Dapps:

- The [Wallet Provider](#). This allows you to use an Aragon DAO in a Truffle CLI to interact with smart contracts. It is currently 98% complete and will likely be merged before the Flock vote.
- The [Aragon Keyring](#). This provides the same seamless integration but for browsers on desktop and eventually mobile through their web3 provider.

We also completed various other work in the Frame repo. This enabled us to accomplish a working prototype. [Watch our 4 minute video demo](#).

## Other repos

- aragon/aragon:
  - Use [ProxyAddress instead of AppId](#) for identifying apps
  - Add [error handling for dao not found](#)
  - Remove [isNameAvailable](#) from daoBuilder
  - aragon-wrapper: [remove KERNEL\\_BASE](#)
  - Changes [to have a pre-build client](#)
- Aragen:
  - Add basic [cli & devchain cmd](#)
- Boilerplates:
  - Update [kit.sol and dependencies](#)
  - Add environments and updated config for [react](#), [react-kit](#) and [bare](#)

## Managing Protofire

Sadly we failed to appropriately manage Protofire's development of the Payroll app. Arthur was handling the technical management well but when the ETH price crashed and funding within the DAC became uncertain we failed to communicate the situation to Protofire and halt development. This is very embarrassing for us. We have learned from this mistake and grown as a team because of it.

Protofire has been incredibly patient with the situation but, with the loss of Arthur to the Autark team, we have chosen not to continue collaborating with Protofire on the continued development of the Payroll app. We will encourage another Flock team to support the completion of the last milestone, ideally by collaborating with the Protofire team, as they are the experts on the app.

## Estimated operating costs for 2019

Part of this grant will pay us and Protofire back for the work that has been done in the past and will be done in January.

- The last 3 [Protofire milestones](#): 28,000 DAI
- Griff has never been paid [July-Jan 31st](#): 21,350 DAI
- The rest of the team up until Jan 31st: 28,150 DAI

Because of our distributed freelance-style organizational structure and focus on development we have very few costs outside of direct payment for hours worked. Our 6-month budget is split between:

- Core Team Payroll: 220,500 DAI
- Contractors: 20,000 DAI

- Team Offsite and Travel Expenses: 15,000 DAI

**In total this is 333,000 DAI.**

Note: Arthur and RJ are working part time. Arthur is currently part of 2 Flock proposals. If both proposals succeed we will split his time. If Autark does not get the Flock Proposal, then we will take Arthur full-time after he delivers on That Planning Suite's Milestones (likely in March or April). The extra salary for this and for extending RJ can be done through the AGP in 3 months time. We designed this proposal to be as minimal as possible to reduce the drain of funds on the Aragon Association during Crypto Winter.

### 3. ANT Package

#### Vesting

We would like to request 80,000 ANT, with 1-year cliff and 4-year vesting for our team, with more likely to be requested in future Flock proposals.

Our policy for earning the ANT is determined by hours worked, 10 ANT/hr for part time and 12 ANT/hr for full time (over 30 hours a week on average throughout the year). No ANT will be given for previous work with the DAC.

### Requirements

- Blog access on request on [blog.aragon.org](http://blog.aragon.org)
- Website access on request to all Aragon domains
- Unrestricted use of the Aragon trademark
- Publish access to [aragonpm.eth](https://aragonpm.eth)
- Admin/moderator access on [aragon.chat](https://aragon.chat), [forum.aragon.org](https://forum.aragon.org), and [/r/AragonProject](https://r/AragonProject)
- Access to site traffic analytics on [hack.aragon](https://hack.aragon) and the Medium blog

### Core Team

As part of our commitment to experimenting with decentralized governance, this Proposal was determined by the Core team voting on what projects they wanted to allocate their time to (1 hour 1 vote) as well as a loomio poll with input from A1 and the Autark team. As a result, many potential projects were cut and this proposal was born.

We have no plans to hire any additional team members in the next 3 months, however, we are looking to expand by hiring within our community. we will use the AGP process justify any requests for more funds to build out our team.

## Development

- Jeremy: [GitHub](#)
  - Full-time, no other commitments
  - An experienced full stack developer.
  - Excited to use DAOs to build [dual power](#) internationally
  - Focused on enabling Dapp-DAO interactions and Smart Accounts (Personal DAOs)
- Daniel: [GitHub](#)
  - Full-time, no other commitments
  - A very skilled front end dev with a maintainer personality, willing to do all the dirty work necessary to make this magic happen.
  - A decentralization maximalist that escaped the corporate world to support a sustainable open-source ecosystem
  - Focused on aragonAPI and aragonCLI
- Gabi: [GitHub](#), [Twitter](#), [LinkedIn](#)
  - Full-time, no other commitments
  - An enthusiastic junior dev willing to bust his chops on the unexciting foundational pieces; always looking for ways to improve
  - Firm believer of Aragon's mission. Passionate about open source code and bullish about the future of web3.0
  - Focusing most of his time maintaining aragonCLI, will help create new tutorials for hack.aragon and provide general support
- Arthur: [GitHub](#)
  - 10 hours a week for 4 months, also working with Autark
  - Experienced solidity engineer and auditor with the White Hat Group
  - Excited to bring tools to the open source community to enable long term sustainable development and governance to organizations on the fringe of what's possible
  - Focusing his time on improving aragonCLI and building out the Function Registry DAO
- RJ: [GitHub](#)
  - 20 hours a week for 3 months (may be extended), also working 5-10 hours a week on maintaining the Giveth DApp and being a family man.
  - A rockstar solidity engineer who produces extremely high quality work; full stack dev, especially experienced with backend and devops
  - Dedicated to making the world a better place with blockchain tech
  - Will focus most of his time on getting Status' LiquidFunding DAO on Aragon so that the modules they produce can be used by all Aragon DAOs

## Project Management

- Chris: [GitHub](#), [LinkedIn](#)

- 30 hours a week, working 10 hours a week as a software engineer for the Linux foundation
- Very experienced PM and Engineer who has managed projects for companies like Samsung and Metlife in the past as well as in the open-source world
- Accepts the challenge of ensuring the team delivers the right things in the right way at the right time
- Leads the documentation effort for Aragon

## Founder and Product Owner

- Griff: [GitHub](#), [Twitter](#), [LinkedIn](#)
  - 20 hours a week, working low variable hours on DAppNode and iden3, and spends the rest of his free time pushing Giveth forward
  - Dedicated his life to building out the infrastructure needed for impactful DAOs to exist
  - More hands-on experience with decentralized organizations on Ethereum than anyone on the planet
  - Well known figure with a strong network within the Ethereum space
  - Leads the core team using a decentralized approach; acts as the face of the DAC and coordinates with external teams

## Community Engagement

The Aragon DAC will build a culture that encourages core team members and contributors to maintain an active presence in Aragon chat channels and forums. Much of this will be developer-focused though we will also actively engage the Aragon Client users and the greater Aragon community. Being active in the various Aragon communication channels is necessary to achieve our objectives.

We will also be documenting our progress through [Medium posts](#) and [Twitter threads](#). These new channels will be a way to grow and inform the developer community interested in the Aragon stack and enhance the overall developer experience.

## Organization Structure

### Legal and Financial Structure

The Aragon DAC will be setup as an Aragon DAO which also stores funds in a multisig. It will have no official legal entity.

We will store the funds given to us in a 4 of 7 multisig with Griff, RJ, Daniel, Jeremy, Chris, Kris and Gabi as the key holders.

Those funds will be sent to an Aragon DAO with a Democracy Kit that has an initial token distribution based on how long you have been with the DAC and how large your commitment has been. When onboarding new core team members, the DAC will vote to give them tokens and a say in the DAC.

All payments will go through this Aragon DAO which will maintain 1-2 months worth of working capital. We hope to implement the payroll and other bleeding edge Aragon Apps for testing and inspiration.

There is no profit-taking mechanism built into the design of our organization. We are effectively using the cooperative model: 100% of the funds received will go to pay for salaries and expenses incurred. We will maintain a transparent burn rate using this blockchain-based organizational structure.

## Team Governance

In the delivery of our work, we would like to formalize our engagement with the Association, A1 and other Aragon stakeholders in monthly reporting and open status meetings to ensure we stay aligned with the broader Aragon vision and are having the biggest impact possible. Here is an example of a recent [Sprint Status Report](#).

Day-to-day, we will utilize a standard agile delivery model [as described here](#) and evolve it over time as the team changes and matures.

We will always have a flat hierarchical structure and use our Aragon DAO, alongside [Loomio](#), Keybase chats and [Jitsi video calls](#), as our primary governance tools.

## Plan to Contribute to the Greater Good

We call ourselves the Aragon Decentralized Altruistic Community because we believe the Aragon ecosystem has the potential to change the way humans collaborate around [tragedy of the commons](#) issues. Issues that everyone wants to be solved (Social impact issues, environmental issues, open source development issues, etc), but for one reason or another, the incentives are misaligned for accomplishing the goals. We hope to eventually support communities that want to use the Aragon stack to create [new incentive structures](#) to align community efforts to change the world for the better.

Despite being altruistically minded, we plan on creating an Aragon consulting service and charging for our services when we interact with for-profit organizations. This service, once up and running will support our work with non-profit efforts, which will not be charged. These non-profits, however, will only ever receive a maximum of 10% of our development time as



building out the Aragon infrastructure for all to use is our top concern.

The Aragon ecosystem is not ready for this effort to really begin which is why there is no mention of it in this proposal. We will spend 0 hours supporting altruistic efforts during the next 6 months. We are obviously very well connected to the [Giveth Community](#) and we hope this alliance can bear many fruits. For instance, we do plan on testing our Frame integration with the Giveth DApp while Frame is still working towards it's mainnet release, but there is a lot of foundational work still to do before we can really start changing the world for the better with Aragon.