

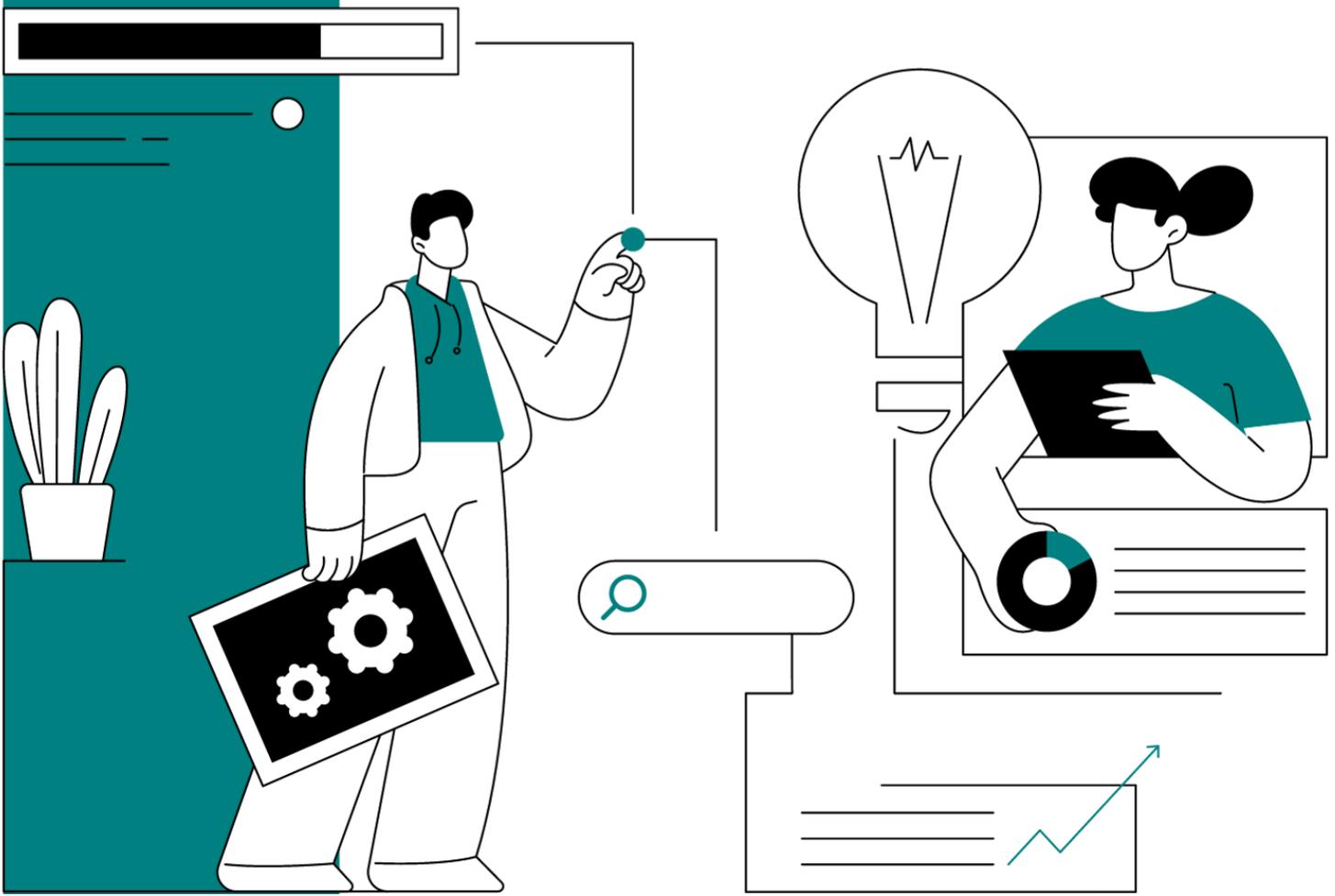


RESEARCH WG

RESEARCH-COLLECTIVE.SPUTNIK-DAO.NEAR

GOVERNANCE CHARTER

v 0.1 | 2023



Background

Established in 2023, the [NEAR Research Collective](#) (NRC) operates as an integral part of the NEAR Digital Collective (NDC). We are fueled by our mission to bolster the broader public blockchain ecosystem through meticulous, relevant, and impactful research.

We steadfastly adhere to the principles of decentralization, open research, transparency and inclusivity, viewing these as the core pillars of a robust blockchain community. Decentralization guides our operations, fostering open participation and equitable distribution of decision-making power. Open research is at the heart of our activities, encouraging idea exchange, collaboration, and innovation. We promote transparency by ensuring all our research outputs, operational procedures, and decision-making processes are publicly accessible, fostering trust and accountability. And finally, inclusivity is integral to our ethos as we continually engage individuals from diverse backgrounds and skill levels.

As part of our initial achievements, we've successfully initiated the [NEAR Certified Researcher pre-workshop](#). This program was designed to be accessible to the public via video call recordings, which have been uploaded to our Telegram channel and YouTube.

Moving forward, the NRC is dedicated to advancing the frontiers of blockchain research and driving continuous development within the blockchain knowledge ecosystem. Though we're just getting started, our commitment to our mission promises a future of meaningful contributions to the NEAR Protocol and the NDC.

Purpose

The [NEAR Research Collective's](#) purpose extends beyond merely contributing research to the blockchain community. Our goal is to create a thriving ecosystem that fosters innovation, encourages curiosity, and promotes continuous learning within the NEAR protocol and the wider blockchain sphere.

We are dedicated to empowering every individual interested in research with the appropriate tools, guidance, and support. This emphasis on personal growth and development is fundamental to our vision, as we believe it is the key to sustained, meaningful contributions to the NEAR ecosystem.

Our purpose is also reflected in our commitment to conducting research that aligns with the community's needs and interests. By maintaining a keen focus on community-directed research,

we aspire to produce actionable insights that are relevant, precise, and free from bias. This approach allows us to drive informed decision-making within the ecosystem and keeps us consistently aligned with the evolving landscape of blockchain technology.

Ultimately, we aspire to become a significant catalyst for growth within the NEAR ecosystem, aiding in the evolution and advancement of blockchain technology through rigorous and impactful research.

Objectives

To achieve our purpose, we have set out the following objectives:

- 1. Continual Publication of Research:** The NRC intends to supplement the NEAR community with meaningful information by publishing and presenting various forms of research to the relevant parties and engaging in technical discussions. This process is designed to be continuous, with specific targets set annually.
- 2. Promotion of Decentralization:** The NRC operates as a DAO (Decentralized Autonomous Organization), enabling members to provide meaningful contributions to the group and its objective. This approach includes, and is not limited to, participation in an open election process for leadership and council roles, and input into on-chain polling.
- 3. Empowerment of Researchers:** The NRC hopes to provide individuals who take an interest in research with the necessary educational, financial and logistical support to perform to their highest abilities.
- 4. Open Research and Unbiased Data:** The NRC's values are grounded in the principles of open research, thereby enabling individuals to access and modify data with relevant information so that decisions can be made effectively.
- 5. Resource Accessibility:** The NRC aims to streamline community-aimed research as a means to ensure that all researchers, seasoned or unseasoned, are provided with any support that they would require in order to successfully contribute to the collective.

Through these objectives, the NEAR Research Collective seeks to uphold its commitment to fostering a culture of inclusivity and transparency so that it bolsters the common good and advances the public blockchain ecosystem.

Scope

The NEAR Research Collective has a broad range of activities and responsibilities within the NEAR ecosystem. These include, but are not limited to:

- 1. Directing Researchers to Technical Speakers Program (TSP):** The NRC actively guides researchers towards the Technical Speakers Program (TSP). This initiative ensures that researchers are equipped with the necessary skills and training to disseminate knowledge effectively throughout the NEAR community and beyond. By leveraging the TSP, the NRC aims to foster a generation of well-prepared, eloquent ambassadors for the NEAR ecosystem. NRC might encompass a similar program in the future.
- 2. Gathering Research Topics:** The NRC is responsible for gathering research topics from the NEAR community, providing bounties for researchers to further explore said topics.
- 3. Exploring New Areas of Blockchain and Cryptography Research:** The NRC is dedicated to exploring new areas of blockchain and cryptography research that are beneficial to the NEAR ecosystem, ensuring our community stays at the forefront of these fast-paced fields.

Out of Scope Activities

The NEAR Research Collective strives to connect with and support a multitude of researchers within the NEAR ecosystem. Consequently, while we provide financial support to individuals and projects, any activities that request financial support exceeding \$10,000 per individual or project currently fall outside of the NRC's scope. This is amendable by the Council.

Governance and Decision-Making

Governance Structure

The NEAR Research Collective operates under a flat governance structure, with a focus on decentralization and community participation. The governance structure consists of a council, members or researchers, and a Council of Advisors.

NRC DAO Roles

The NEAR Research Collective DAO operates within three distinct roles, each uniquely tasked with responsibilities and powers that together form an organized system of checks and balances within the organization.

- 1. council:** The council role will initiate with 3 members in September. Following the initial setup, elections will be held to add 2 more members, culminating in a total of 5. A majority of 3 out of 5 members can pass decisions. As the NRC continues to evolve and grow, there are plans to expand the council to a total of 7 members. Council members oversee the operations of the NRC, with responsibilities that include approving, rejecting, or marking proposals as spam.
- 2. researcher(s):** The DAO also includes “researcher(s)” who have been delegated voting rights on polls, but are ineligible to pass proposals. Nevertheless, they can accept bounties, contribute to research and provide insights for the benefit of the NEAR ecosystem.
- 3. advisor(s):** The advisor role is composed of experts in relevant fields who offer guidance and lend their expertise to support or critique proposals. They have voting rights but do not have the authority to pass proposals.

Criteria for Eligibility for DAO Membership

To ensure the smooth functioning and continued growth of the NEAR Research Collective DAO, certain criteria must be met by all members, including Council members, researchers, and advisors. Adherence to these standards is essential for maintaining the integrity and efficiency of the DAO.

- 1. NDC Membership:** All DAO members must be a part of the NDC. Various means of [verification](#) such as i-am-human face verification SBT, OG SBT, Regen, and Vibes are required to confirm membership.
- 2. Elections:**
 - a. Council Members:** Elections will be held to select council members. Those with the "researcher" role within the DAO will have voting rights in these elections.
 - b. Advisors:** The existing council will elect advisors.
- 3. Participation and Communication:**
 - a. Council Members:** Must actively engage in DAO voting, voting at least once a month, and regularly check for updates. Council members should maintain

ongoing communication with other council members, advisors, and the community, as well as enact logic from approved bills from the House of Merit (HoM) as necessary.

- b. Researchers: Must participate in polls at least monthly.
- c. Advisors: Responsible for reading over research, leaving notes/discussion on proposals, and providing votes of confidence on proposals as necessary.

Voting Mechanisms

Voting within the Research Collective DAO is an essential part of our governance model, contributing to the democratic and decentralized nature of our community. We follow the principle of "one person, one vote" for all Council members, ensuring an equal representation and influence over the DAO's decisions.

1. One Person, One Vote: Each Council member is entitled to one vote per decision point. This ensures equality and fair representation among Council members, preventing concentration of power and fostering a democratic decision-making process.

2. Transparent Voting: Voting takes place on the NEAR Protocol blockchain. This not only ensures the security of votes but also offers full transparency as all votes are recorded and publicly verifiable on the blockchain.

3. Proposal Submission: A member can submit a proposal, detailing the matter at hand and offering comprehensive explanations to facilitate informed decision-making. All proposals must be submitted to the DAO for consideration and voting.

4. Voting Procedure: Upon the submission of a proposal, a 31-day on-chain voting window commences. Council members are notified and are expected to cast their votes within the initial 7 days of proposal submission. If a proposal doesn't gather the necessary votes by the end of the 31-day period, it will automatically expire and must be resubmitted for reconsideration.

5. Quorum: A minimum participation rate (or quorum) is required for a vote to be valid. This ensures that decisions are made based on a representative sample of the council, rather than by a small subset of members.

6. Vote Notification and Recording: The results of the vote, including the total number of votes, the number of votes for and against, and any abstentions, will be announced to the community. All voting records will be stored securely on the blockchain and will be accessible for future reference. In line with our commitment to transparent and equitable decision-making, we will adhere to the fair voting policy taken from the NDC/GWG. This policy helps ensure that

every vote is treated with integrity and reflects the genuine consensus of our community members.

Decision-Making Processes

At the heart of the [Research Collective DAO](#) lies a community-oriented decision-making process. Proposals and initiatives, emerging directly from community members, serve as the driving forces behind the DAO's activities. This process is structured to engage and empower the community, promoting an open exchange of ideas, which is pivotal to our decentralized operations.

Following the generation of proposals, each is subjected to careful review and evaluation by the Council. The Council, composed of elected representatives, is tasked with casting votes that decide the fate of each proposal. Their decision-making process is guided by thorough discussion, consensus-seeking, and the best interests of the community and the Research Collective DAO.

In order to foster transparency and further participation, open public meetings are regularly held. These gatherings serve as forums for extensive dialogue, feedback collection, and community engagement. We firmly believe in nurturing an environment where every voice is heard and every opinion is valued.

However, we also recognize that, in some cases, the community might be dissatisfied with the Council's decisions. To address this, we have established a mechanism allowing community members to voice their concerns and take decisive action. If a significant portion of the community expresses dissatisfaction with the Council's decisions, they can initiate a poll to trigger a rerun of the Council elections. This provision reflects our commitment to maintaining a democratic, responsive, and accountable governance model that consistently upholds the interests of the community.

Conflict Resolution and Dispute Management

In order to maintain harmony and productive collaboration within the Research Collective DAO, a structured conflict resolution and dispute management process will be put in place. This process begins with the involved parties attempting to resolve their differences amicably through open and respectful dialogue.

In the event the dispute cannot be resolved internally or involves matters of great significance, an external third-party mediator called the Transparency Commission of the NDC may be engaged. This third party has expertise in dispute resolution and a good understanding of DAO operations and blockchain technology. Their role will be to provide a neutral perspective and make recommendations for resolution.

All parties involved in a conflict or dispute will be expected to participate in the resolution process in good faith and to respect the final decision. This process is intended to ensure fairness, preserve relationships, and maintain the integrity and functionality of the DAO.

Managing Conflicts of Interest

The Research Collective DAO is committed to maintaining the highest levels of integrity and fairness in all its operations. It is acknowledged that conflicts of interest may arise from time to time. In such cases, a robust conflict of interest policy is implemented to ensure that decision-making processes remain impartial and transparent.

When it comes to voting on proposals, any Council member who has a personal interest in a proposal is barred from participating in the voting process. This prohibition includes both direct and indirect interests and is not limited to financial interest but extends to any scenario where the Council member could benefit personally, professionally, or otherwise.

In addition, Council members are obligated to declare any potential conflicts of interest upfront, whether they concern a proposal or another aspect of the DAO's operations. This declaration must be made public and recorded to maintain a complete record of the DAO's governance.

To further safeguard the integrity of the DAO, there will be a conflict resolution process in place, relying on the NDC's Transparency Commission to handle disputes and allegations of conflicts of interest. This collaborative approach with an established body ensures that complaints are handled objectively and thoroughly, in accordance with proven procedures and principles. The results of any conflict resolution process will be made public for the sake of transparency, maintaining trust, and demonstrating our commitment to the ethical governance of the DAO.

Charter Amendment Process

Our charter is a live document that can be altered to address evolving needs and aspirations of the community. Amendments can be introduced based on community feedback, operational realities, or as necessitated by evolving legal or governance frameworks.

1. Proposal Submission: Any member of the Research Collective DAO can propose an amendment to the charter. The proposal should clearly state the part of the charter to be amended, provide the proposed changes, and a detailed reasoning for the proposed amendment.

2. Initial Review: Council members will review the proposal for its relevance, validity, and alignment with the DAO's objectives and principles. If the council members find the proposal justifiable, they will approve the proposal for community polling.

3. Community Polling: Upon council's approval, the proposal will be posted to the entire DAO community for voting. The polling period will remain open for a specified time frame to ensure maximum participation.

4. Voting and Adoption: If a majority of the participating members vote in favor of the amendment, the change will be adopted and reflected in the charter. The updated charter will be publicly posted, and all DAO members will be notified.

5. Review and Reflection: The effectiveness of amendments will be periodically reviewed to ensure they're meeting their intended objectives. If an amendment does not perform as expected, members are encouraged to submit new proposals to rectify these issues.

Succession Planning and Leadership Changes

Understanding that organizational stability and continuity are crucial for the Research Collective DAO, a systematic approach to succession planning and leadership changes has been established. This approach ensures the consistent implementation of the DAO's vision and strategy despite changes in leadership.

The process for leadership changes is conducted transparently and democratically, fully involving the DAO's community and upholding the interests of the Research Collective DAO and its members. If a Council member intends to step down, they must submit a formal proposal for their departure. This proposal outlines the reasons for the exit and potential recommendations for succession.

Once submitted, the proposal is reviewed and voted upon by the remaining Council members. The departure is made official once the proposal passes a majority vote. The ensuing leadership

gap is addressed through a new election process, initiated promptly after the vote. This democratic process ensures that every member of the Research Collective DAO has the opportunity to participate in selecting their new representative.

Additionally, emergency succession plans are also in place should unexpected circumstances require an immediate change in leadership. These plans provide for interim leadership appointments to maintain the functionality and decision-making capacity of the DAO in such scenarios. The interim leadership serves until the community can hold a proper election to determine a permanent successor.

Process for Appointing Governance Roles

The process for appointing governance roles within the DAO is outlined in various stages to transition from a centralized structure to a more decentralized model. The process is intended to enhance accountability, representation, and efficiency in the DAO's governance:

Initial Stage (v0) - 100% Centralized:

Polls for Vote of Confidence: A poll will be conducted to assess the community's confidence in the current Advisors and Council members. At this stage, there will be 1 advisor and 3 council members.

Transition Stage (v1) - 50% Decentralized:

Elections: As part of the transition towards decentralization, elections will be held to appoint 1 to 3 advisors and 3 to 5 council members. This step marks a significant shift from the fully centralized model.

Quarterly Assessments and Researcher Expansion:

Progressive Decentralization: In line with the goal of progressively decentralizing governance, polls and pulse checks will be conducted quarterly. These assessments are designed to gauge the efficacy of governance and make necessary adjustments.

Researchers Role: As part of the effort to expand the researcher community and add greater decentralization, the goal is to verify and onboard at least 100 members before requesting funds from the HoM/NDC.

Dissolution

1. Guidelines

In the rare circumstance that dissolution of the DAO becomes necessary, this action would be directed by either the NDC or an applicable law enforcement authority. Under such circumstances, the Marma J DAO, as an adviser on the NRC DAO, will undertake the responsibility of relieving all council members of their voting roles and ensuring the safe return of all DAO-held funds back to the NEAR Community Treasury.

2. Dissolution Process

In the event of dissolution, Marma J DAO will initiate a proposal using multical.app to effectuate the transfer of all funds back to the Community Treasury and the removal of all council members from the council group. It should be noted that the primary role of the DAO is to facilitate the transfer of funds and it does not retain funds for a period exceeding one calendar month.

Timeline, Milestones, and Performance Evaluation

Timeline and Milestones

The NEAR Research Collective DAO's timeline and milestones are determined collaboratively by the community during weekly calls. A significant accomplishment has been the successful establishment of the DAO, which was achieved by July 1st, alongside the setup of near.social and general social media profiles.

One of our imminent milestones is the ambitious recruitment of 100 verified researchers to join the DAO, with the completion of the first version of the charter targeted for September 1st. This pivotal goal exemplifies our unwavering commitment to forging a thriving, diverse, and synergistic research environment that stands at the forefront of innovation.

Following this achievement, we will draft our bill to the HoM. Simultaneously, we will be developing the comprehensive [Near Certified Researcher syllabus](#), designed to equip participants with the essential knowledge and skills to thrive in the Web3 landscape. Upon completion of this course, students will receive a SBT showing that they have an understanding of the research topics covered.

Moreover, we will be distributing \$META bounties, providing tangible incentives and rewards to motivate and honor our community's valuable contributions. This strategic roadmap reflects not only our dedication to our mission but also our adaptability and responsiveness to the evolving needs and aspirations of the blockchain community. Together, these efforts lay the groundwork for a robust and collaborative future for the NEAR Research Collective.

Contingency Planning

The NRC DAO has designed a comprehensive contingency plan to manage potential emergencies or unexpected situations. Our key partner in crisis management, Marma J DAO, will provide necessary support, including technical aid, conflict resolution, and expert advice. Our strategy is based on a robust emergency protocol, a detailed disaster recovery plan and regular risk assessments. These measures ensure the resilience and continuity of our DAO. Our contingency planning is a dynamic process and we believe in continually reviewing and improving our strategies based on the DAO's experiences and feedback from our community.

Performance Evaluation

Assessing the effectiveness and impact of the Research Collective DAO's operations is a vital part of its governance. The DAO's performance will be evaluated through a continuous and comprehensive process based on community feedback and key performance indicators. This iterative process will ensure the DAO is responsive, adaptive, and constantly evolving to meet the needs and aspirations of its community.

The evaluation framework will include both qualitative and quantitative methods:

- 1. Community Feedback:** One of the primary methods for gauging the DAO's performance will be the feedback and sentiment of the community. Regular surveys, feedback sessions, and public forums will be organized to collect thoughts, suggestions, and critiques from community members. This feedback will be invaluable in adjusting strategies, policies, and operations.
- 2. Research Output Metrics:** In addition to community feedback, the DAO will use the production of research and its subsequent minting as NFTs as a quantitative measure of performance. By tracking the number of collectors for each piece of research, the DAO can assess the value and impact of its research in the broader community.
- 3. Operational Metrics:** Other operational metrics, such as the number of proposals submitted and approved, community participation rates in voting and discussion, and growth in DAO membership, will also be tracked and considered during the performance evaluation.

Regular performance evaluations will ensure accountability, stimulate improvements, and provide an evidence-based foundation for strategic planning.

Progress Reports

To maintain transparency and keep the community engaged and informed, the NRC commits to publishing monthly progress reports. These reports will cover a comprehensive review of the DAO's activities, including successful project completions, ongoing initiatives, new collaborations, and community engagement efforts. They will also highlight key achievements, challenges encountered, and how these challenges were addressed.

The reports will detail financial status, such as funds received, distributed, and currently available, along with an accountability statement. The future plans section will outline new initiatives, objectives, and focus areas for the coming month, providing a roadmap that DAO members can engage with.

Community members will be encouraged to provide feedback and ask questions about the progress reports, fostering a two-way communication process. These reports will be made available on the [BOS](#) and communicated via the DAO's regular channels to ensure maximum reach.

Adjustment Procedures

In order to respond dynamically to community feedback and the ever-evolving landscape of decentralized organizations, the Research Collective DAO includes a dedicated adjustment procedure in its operational protocol. This procedure is designed to enable necessary modifications in the DAO's functioning while preserving the stability of its overall framework.

Based on the insights, feedback, and observations compiled from the monthly progress reports, operational adjustments will typically be initiated on a quarterly basis. This frequency is chosen to allow sufficient time for the impacts of previous changes to be evaluated and understood before new adjustments are introduced.

Nevertheless, this does not preclude the possibility of immediate changes being made in response to pressing issues or emergent situations. Such immediate changes will be handled with the utmost care to maintain balance and stability within the DAO.

As for revisions to the charter, these will be carried out at the end of each quarter. This is to ensure that the foundational document of the DAO, which guides its principles, operations, and governance, remains consistent and stable while being responsive to the evolving needs of the DAO and its community.

Budget, Resources, Funding, and Sustainability

Budget

The [NRC DAO](#) will commence operations with a starting monthly budget of \$10,000, a sum allocated to both fund projects and provide bounties for the valuable contributions of Council members and advisors. To ensure stability and ease of transaction, the funds will be held in the form of USDC.

To ensure fair and transparent allocation of these funds, they will be transferred to community members through approved proposals. This mechanism ensures that funds are deployed effectively towards initiatives that align with the DAO's goals and have received community consensus.

At the inception of the DAO, \$1,000 will be assigned to the Council for their role in governing the organization and providing strategic direction. A substantial portion, \$7,000, will be earmarked for community projects every month. These projects encompass research initiatives, technology development, community events, and other activities that directly contribute to the DAO's mission.

Anticipating the growth and increased complexity of operations, it is estimated that a monthly budget ranging from \$15,000 to \$20,000 would adequately cover the Council, advisors, and community projects as the DAO expands. This provision ensures the financial sustainability of the Research Collective DAO and its ability to continue serving its community effectively.

Multi-Faceted Funding Strategy

The NRC DAO is committed to maintaining a diverse and robust funding strategy to ensure its long-term sustainability and independence. Initially, funding will be sourced from a variety of key organizations within the decentralized research community, each contributing to the DAO's financial stability and collaborative efforts.

The Governance Working Group (GWG) and the Community Treasury (CT) stand as significant contributors, showcasing their commitment to decentralization and research advancements. Additionally, organizations like DevDAO and NF have agreed to provide financial support, underscoring their commitment to fostering a vibrant, collaborative, and innovative research ecosystem.

Considering the DAO's expansive vision, there are also prospects for funding from Pagoda, potentially routed via the Marma J DAO/MJF, further amplifying the breadth of financial support for the DAO. These multiple layers of funding are part of an initial financial framework designed to jump-start the DAO and its activities.

As the DAO evolves, it plans to explore other revenue streams to ensure its financial resilience. It aims to secure funds from grant bodies or organizations interested in fostering independent research, aligning with the DAO's goal of promoting collaborative, decentralized knowledge creation.

In addition to traditional grant mechanisms, the DAO is considering innovative funding strategies such as partnerships with conferences and events. By providing them with expert speakers on various topics, the DAO could generate income while simultaneously increasing its visibility within the research community.

Resource Management

The Research Collective DAO is committed to maintaining a clear, secure, and efficient resource management system to ensure its financial stability, transparency, and trustworthiness. All financial resources will be managed and held in the stablecoin USDC until they are transferred to the respective parties. This practice provides stability against volatile cryptocurrency market conditions, safeguarding the DAO's financial resources.

Funds that the DAO receives in NEAR, the DAO will utilize the ref.finance protocol, a decentralized exchange platform on the NEAR blockchain to streamline the conversion process from NEAR to USDC. This process guarantees a decentralized, secure, and efficient currency conversion, reinforcing the DAO's commitment to blockchain technology.

The conversion process will be facilitated by multicall.app, a platform that enables setting limit orders for token swaps on the NEAR blockchain. Once the limit orders are set, they will remain on the platform until filled. After the conversion orders are fulfilled, the DAO will reclaim the USDC for allocation to future bounties and transfer proposals.

Funding Limits & Reputation

Recognizing the importance of financial prudence and sustainability, the NRC DAO has established clear funding parameters for projects. The long-term funding limit is set at a maximum of \$10,000 per month. In the spirit of fostering multiple research initiatives, projects can request funding ranging between \$500 and \$1,000 during their initial stages. This strategy allows approximately five diverse projects to be funded each month at the beginning, thereby promoting a wide array of research areas and maximizing the use of available resources.

The funding limit also ensures the DAO's financial longevity, prevents resource drain, and allows for the reassessment of projects based on their progress and impact. Projects demonstrating significant progress and value may be eligible for subsequent funding rounds, subject to the DAO's discretion and available resources.

In addition to these funding limits, the Research Collective DAO recognizes the need for a system that identifies and rewards outstanding contributions from members. Therefore, the DAO plans to implement a reputation system, which will be added as an amendment to the charter at a later stage. This reputation system will serve as an incentive and recognition mechanism, attributing value to significant contributions and fostering a culture of commitment and excellence within the DAO.

Sustainability Measures

The NRC recognizes the importance of sustainability for its long-term success and viability. To ensure this, the DAO has implemented a set of sustainability measures designed to foster continuous community engagement and relevance.

The DAO's sustainability strategy is grounded in an ongoing commitment to serve and adapt to the community's needs and interests. This is not a one-time effort, but a continuous process of listening, adapting, and iterating. The DAO is committed to establishing a robust feedback mechanism to keep abreast of the community's needs and interests. Regular community surveys, open forums, and suggestion channels are some of the tools that will be utilized.

Moreover, the DAO will ensure that its research projects and initiatives are directly linked to the community's priorities. By aligning its work with community needs, the DAO will remain relevant and impactful. The proposal submission process will be designed to encourage and favor projects that address community interests and needs.

Furthermore, the DAO will aim to maintain a healthy and active membership base. This will be achieved by offering various opportunities for members to participate in, such as project work, decision-making, and governance. The DAO will also continually reassess its membership structure to ensure that it is inclusive, fair, and encouraging of participation.

To maintain financial sustainability, the DAO will manage its funds carefully and transparently, regularly reviewing its budget and expenditures. It will seek to diversify its funding sources to ensure a steady flow of income and mitigate the risk of over-reliance on a single source.

Stakeholder and Community Engagement

Stakeholder Identification

Stakeholders are an integral part of the [Research Collective DAO](#)'s ecosystem, and their identification is key to fostering a participatory and inclusive environment. While our primary stakeholders are individuals who are passionate about research, particularly those registered in the I-Am-Human Soul Bound Token (SBT) registry, we also recognize several other significant stakeholder groups in our operations.

Firstly, we acknowledge our council members and advisors as pivotal stakeholders. They provide governance, guide the strategic direction, and ensure the DAO's objectives are met. Regular engagement with them is critical, as their decisions and guidance have a direct impact on the functioning of the DAO.

Additionally, we consider partner organizations, such as other DAOs, academic institutions, research bodies, funding organizations, and technology platforms we operate on (like NEAR Protocol), as important external stakeholders. Their support and collaboration can enhance the DAO's capacity, broaden its reach, and deepen its impact.

Lastly, we acknowledge that the broader public, especially those interested in the DAO's research outputs and beneficiaries of the projects we undertake, are indirect stakeholders. Although they may not be actively engaged in the DAO's activities, their interest and perceptions can influence the DAO's reputation and acceptance.

For each stakeholder group, it is important to understand their specific needs, expectations, and interests related to the DAO. This will help shape our engagement strategies, decision-making processes, and communication efforts.

Communication and Engagement

Clear, inclusive, and consistent communication is vital to the Research Collective DAO. To uphold its commitment to decentralization and transparency, the DAO primarily uses [on-chain methods](#) for communication and engagement. This practice ensures all members can directly access, participate, and verify information.

The DAO will use the NEAR Protocol blockchain to post all significant announcements, including those related to council elections, proposal submissions, voting results, amendments to the charter, and other important community decisions. This method promotes transparency and allows for a decentralized audit trail that can be easily verified by any member.

However, understanding that not all conversations can happen on-chain due to the dynamic nature of community interactions, the DAO will also employ off-chain communication methods. These could include tools such as Discord, Telegram, or forums for regular discussions, brainstorming sessions, and community bonding. The DAO acknowledges the importance of fostering a sense of community and promoting real-time interaction among members, and these platforms can provide a more immediate and interactive communication environment.

Moreover, the DAO will have a dedicated team responsible for managing communications and engagement. This team will ensure that all communications are clear, timely, and respectful and that the feedback from the community is adequately addressed. They will also host regular community events such as AMA (Ask Me Anything) sessions, webinars, and virtual meetups to maintain high levels of engagement within the community.

Feedback Management

Feedback, both positive and constructive, is the backbone of continuous improvement within the NRC DAO. Our commitment to transparency and member involvement is deeply embedded in our feedback management process.

To capture feedback effectively:

Synchronous Calls: Regularly scheduled synchronous calls will be organized for members to voice their opinions, suggestions, and concerns in real-time. These sessions allow for immediate discussion,

clarification, and brainstorming, fostering a collaborative environment. Key takeaways and action items from these calls will be documented and shared with the entire community.

On-chain Discussions: For those who prefer or can't attend synchronous calls, on-chain discussions provide an alternative. These discussions allow for members to leave feedback at their convenience and ensure that every piece of input is recorded on the blockchain, providing an immutable, transparent record of community sentiment. Members can upvote or comment on feedback, allowing the DAO to prioritize based on community consensus.

To ensure feedback is actioned upon:

Feedback Review: A dedicated team or committee will be responsible for regularly reviewing the feedback, categorizing it, and prioritizing actionable items. This ensures that feedback doesn't get lost and is actively used to shape the DAO's future actions and decisions.

Feedback Response: After collecting feedback, the RC will maintain a defined cycle where feedback is analyzed, potential solutions or improvements are discussed, and changes are implemented. Post-implementation, the outcomes will be evaluated to ascertain the effectiveness of the changes made, ensuring a closed feedback loop.

Community Engagement

Active community participation lies at the heart of the Research Collective DAO. As an organization designed to serve its community, we strive to involve our members in various aspects of decision-making and direction-setting for the DAO. The community is not just an audience, but an essential part of our operational fabric.

Participation in Polls: Polls will be a primary tool for gauging community sentiment and shaping the DAO's research agenda. Members are encouraged to participate in these polls, voicing their opinions on a variety of subjects, such as proposed research topics, methodology, allocation of resources, and more. This not only guides the DAO but also fosters a sense of ownership and responsibility among members.

Proposal Submissions: Apart from participating in polls, members can submit their own proposals for research topics, initiatives, changes in the DAO's functioning, and more. This fosters creativity, innovation, and encourages members to actively shape the direction of the DAO.

Community Discussions: Regular community discussions, both synchronous and asynchronous, will be organized. These discussions provide a platform for members to voice their thoughts, share ideas, express concerns, and engage in constructive dialogue with other members.

Knowledge Sharing and Learning: The DAO will also provide platforms for members to share their knowledge, learn from others, and collaborate on research projects. This not only deepens the sense of community but also strengthens the DAO's collective expertise.

Recognition and Incentives: The DAO will implement mechanisms to recognize and incentivize active participation and contributions. This could take the form of shout-outs, rewards, or opportunities for more significant involvement in the DAO's operations.

Community Revitalization

The NRC DAO is committed to sustaining an engaged and active community. To ensure consistent member involvement, it adopts a proactive approach to community revitalization:

Member Acquisition: The DAO is continually open to new members who are passionate about research, bringing fresh perspectives and energy to our community. Outreach programs, partnerships with academic institutions, and active participation in research and blockchain events are some of the strategies to attract new members.

Research Relevance: The DAO will keep a pulse on the interests of the community and the wider NDC ecosystem. By aligning research topics with these interests, we aim to boost engagement, stimulate discussion, and ensure that our work remains relevant and valuable.

Community Projects: The DAO encourages community-led projects that not only contribute to the knowledge base but also promote collaboration and involvement among members. Supporting these projects fosters a sense of ownership within the community, driving active participation.

Engagement Activities: Regular engagement activities such as seminars, workshops, discussion forums, and challenges will be organized to keep the community motivated and connected. These activities also offer opportunities for members to learn, share, and collaborate, strengthening community bonds.

Responsive Strategy: In the event of a noticeable decrease in community engagement, the DAO will respond swiftly. We will identify research topics that have a high interest within the NDC ecosystem and redirect resources towards those areas, aiming to rekindle interest and participation.

Progress Tracking

Progress tracking in the NRC DAO will be facilitated using an array of on-chain interaction metrics, ensuring that progress is transparent, verifiable, and accountable. On-chain analytics tools or platforms such as [Pikespeak](#) will be utilized to automate and streamline the tracking and analysis process:

Smart Contract Interactions: The frequency, type, and scope of interactions with the DAO's smart contracts provide a window into activity levels, engagement, and progress. This includes monitoring the creation of new contracts, transactions made, changes in ownership, and other modifications.

NFT Tracking: As the DAO may utilize NFTs to represent research assets or membership rights, tracking the issuance, transfer, and interaction with these NFTs provides insights into the DAO's progress.

Proposal and Voting Records: Proposals submitted, the rate of successful proposals, and the degree of participation in voting can serve as indicators of member engagement and the effectiveness of the DAO's decision-making process.

Activity on Other Resources: Besides smart contracts and NFTs, the DAO might use other blockchain-based tools or platforms for collaboration, communication, or resource sharing. The usage data from these tools can further illuminate how the community is progressing.

Budget Tracking: On-chain transactions related to the DAO's budget – including funds allocation, project funding, bounty payments, and revenue streams – can be analyzed to assess the DAO's financial health and efficiency.

Impact Assessment: Tracking the downstream effects of the DAO's research – such as its adoption by other entities, references in scholarly publications, or impact on policy decisions – can help quantify the DAO's real-world impact and success.

Risk Management

Risk Identification

In striving to maintain an open, transparent, and effective decentralized organization, the NRC recognizes the need to preemptively identify and manage potential risks. Three key areas of risk are primarily anticipated: smart contract risks, legal risks, and governance risks.

Smart Contract Risks: The DAO operates on a decentralized infrastructure, where smart contracts play a pivotal role. Potential risks could arise from bugs in the contract code, potential exploits, and issues with contract interoperability. To mitigate these risks, the DAO will showcase the rigorous testing and code audits done by the NDC to ensure the security and functionality of all smart contracts.

Legal Risks: As the regulatory landscape for blockchain and DAOs continues to evolve, there may be potential legal risks, including uncertainties in jurisdiction, tax obligations, intellectual property rights, and data privacy regulations. To manage these, the DAO will seek expert legal counsel, stay informed about relevant legal developments, and design compliant operational practices.

Governance Risks: These involve risks pertaining to the decision-making process within the DAO, including potential low voter turnout, centralization of power, conflicts of interest, or misaligned incentives. To address these risks, the DAO will enforce a robust governance framework, encourage active community participation, and regularly reassess its governance practices for any potential improvements.

Risk Mitigation Strategies

Ensuring the smooth and secure operation of the NRC DAO involves a multi-faceted approach to risk management that addresses governance, code integrity, legal considerations, and financial stewardship:

Governance Risk Mitigation: The Marma J DAO will serve as a safeguard against governance risks, providing a platform for dispute resolution and decision-making oversight. Clear governance guidelines will be enforced, and any deviations will be swiftly addressed to maintain the integrity of the DAO's operations.

Code Integrity and Smart Contract Risk Mitigation: The DAO will implement robust procedures to ensure code reliability and security. All independent code and smart contracts utilized within the DAO will be subjected to rigorous community peer review, where knowledgeable members can analyze and validate the code. Prior to any widespread usage or before significant funds are held in them, smart contracts will be audited by reputable external teams to identify and rectify any vulnerabilities or inefficiencies.

Legal Risk Mitigation: To handle potential and existing legal risks, the DAO will collaborate with the Legal Working Group, drawing on their expertise to ensure that the DAO's operations align with relevant legal requirements and regulations. This might involve legal advice, review of contracts and agreements, or consultation on policy development.

Financial Risk Mitigation: The DAO will adopt prudent financial management practices to protect its funds. As a rule, the DAO will not hold funds for more than one calendar month, reducing the risk of financial losses due to market volatility or potential security breaches. The DAO will also maintain a transparent and auditable record of all financial transactions to ensure accountability and detect any irregularities early.

Risk Response Plan

The NRC DAO adopts a proactive and comprehensive approach to risk management, focused on minimizing risk exposure while ensuring the safe stewardship of community resources and trust. Our risk response plan combines rigorous preventive measures, effective detection mechanisms, and robust strategies for responding to potential risks.

Risk Identification and Assessment: Through continuous monitoring of our operations, we aim to identify potential risks before they become problematic. All identified risks will be evaluated based on their potential impact and likelihood of occurrence, enabling us to prioritize our risk response strategies effectively.

Risk Prevention: By adopting robust governance practices, secure code reviews, legal consultations, and prudent financial management, we aim to prevent risks from materializing. Regular audits and reviews will be carried out to ensure that our preventive measures are functioning as intended.

Risk Detection and Reporting: Our operations will include mechanisms for detecting and reporting risks as they arise. Anomalies in our smart contracts, deviations from governance guidelines, financial discrepancies, or legal issues will trigger immediate alerts for further investigation.

Risk Response: Upon detecting a risk, the DAO will swiftly activate its risk response protocol. This may involve pausing affected operations, rectifying the issue, consulting with legal or technical experts, or communicating with the community for transparency and engagement.

Risk Review and Learning: Following each risk event, the DAO will conduct a post-incident review to understand what happened, why it happened, and how it can be prevented in the future. Lessons learned will be incorporated into our ongoing risk management practices.

Key to our risk response plan is a culture of openness and transparency. We will communicate openly about risks and our responses to them, involving the community in our risk management processes. This way, we can learn from each other, build trust, and together create a resilient and secure DAO.

NDC Core Principles Alignment and Inclusivity Strategies

Inclusiveness Commitment

The NRC DAO holds steadfast in its commitment to fostering a diverse, inclusive, and accessible community. One of our core principles is that anyone who wishes to contribute to the advancement of research should have the opportunity to do so, regardless of their background, identity, or previous experience.

Our DAO operates on an open membership policy - anyone registered on the I-AM-HUMAN platform can join the Researcher/Member group of the DAO. This registration process ensures we can maintain a safe and secure environment for our community, while keeping barriers to entry as low as possible.

Once part of the DAO, every member has equal access to resources, opportunities, and decision-making processes. We encourage all members to participate in discussions, contribute to proposals, and be actively involved in shaping the direction and priorities of the DAO. This inclusive culture is underpinned by mutual respect, constructive dialogue, and a shared passion for knowledge and discovery.

To support our commitment to inclusivity, we will:

1. Provide resources and support to help members, particularly those new to DAOs, to navigate our systems and processes.
2. Foster a welcoming and respectful community culture, where all members feel valued and heard.
3. Actively seek out and address any barriers to participation, and adapt our practices as needed to ensure inclusivity.

Antifragility Measures

The resilience and adaptability of the NRC DAO are fortified by both the extensive support it receives and the adaptive mechanisms built into its design. This creates an antifragile system that not only withstands shocks and challenges but becomes stronger as a result.

Robust Support: The NRC DAO is backed by a robust network of support including the Governance Working Group (GWG), Marma J DAO (MJDAO), and BAC inc. This support serves as a safety net, providing resources and expertise to navigate any challenges that arise. It also contributes to the DAO's resilience by allowing it to draw on a broad range of skills and experiences when addressing issues.

Community-Driven Adaptation: One of the key strengths of the NRC DAO is its capacity to evolve and adapt based on feedback from the community. This ensures that the DAO remains responsive to the needs and interests of its members. By actively soliciting and integrating community feedback, the DAO can continuously improve and refine its operations. This constant evolution strengthens the DAO by making it more attuned to the needs of its community and more capable of navigating changes and challenges.

Feedback Loops: The NRC DAO will establish strong feedback loops to ensure timely input from the community. These mechanisms will encourage open communication, enable rapid adaptation in response to feedback, and ensure the DAO remains agile and resilient.

Decentralized Decision-Making: By distributing decision-making power among its members, the DAO creates a system that is less vulnerable to the risks associated with centralized control. This decentralized approach also promotes a greater diversity of perspectives, leading to more robust decision-making.

Transparency Practices

The NRC DAO's cornerstone is its unwavering commitment to transparency, which is realized through a variety of practices that uphold openness and accountability:

Blockchain-Based Decisions: All decisions in the DAO are sourced and deliberated upon the NEAR Protocol blockchain. This blockchain implementation ensures that every decision-making process is visible, verifiable, and cannot be altered, providing a dependable record of the DAO's operations.

Public Data Accessibility: Leveraging the inherently transparent nature of public blockchains, all data associated with the DAO's activities, from proposal submissions to voting results, will be openly accessible on the NEAR Protocol. This open data policy empowers members to scrutinize the DAO's activities, encouraging accountability and trust.

On-Chain Treasury Management: The DAO's treasury will be managed directly on the blockchain. Every financial transaction, from fund allocation to distribution, will be conducted and recorded on-chain, ensuring financial transparency. This practice allows for real-time auditing of the DAO's financial status and operations by any member or observer.

On-Chain Voting Records: In the spirit of democratic and transparent governance, all votes within the DAO will be recorded on the blockchain. This approach ensures the integrity of the voting process and allows any member to verify the voting results and validate the implementation of decisions.

On-Chain Documentation of Key Discussions: To foster an open dialogue and maintain an accessible historical record, key discussions will be documented directly on the blockchain. This practice ensures that the insights, debates, and decisions shaping the DAO's direction are available for review and reference by current and future members.

Ecosystem-First Approach

The NRC DAO remains steadfast in its dedication to strengthening the NDC ecosystem. To achieve this, the DAO employs an "Ecosystem-First Approach," where the collective interests, growth, and sustainability of the NDC ecosystem remain a top priority in all actions and decisions.

Voter Education: Emphasizing the significance of an informed and involved community, the DAO places a high value on "voter education." This initiative encompasses a range of activities, including organizing informative workshops, developing extensive educational materials, and leading campaigns aimed at simplifying intricate governance principles. These efforts not only underscore the critical role of community involvement but also provide every member with the necessary knowledge to make meaningful contributions effectively. In this pursuit, the DAO can also leverage tools like EasyPoll to conduct polls and surveys, facilitating an interactive and engaging approach to educating the community about governance concepts and fostering active participation.

Community-Driven Initiatives: The DAO is committed to supporting initiatives that directly benefit the NDC ecosystem. This could include funding research that addresses community needs and interests, creating educational resources, fostering collaborations, or facilitating forums for community discussion and feedback. The DAO's commitment to an ecosystem-first approach means that community perspectives will play a significant role in guiding these initiatives.

Ecosystem Stewardship: The DAO recognizes its role as a steward of the NDC ecosystem. As such, it is committed to upholding the principles of transparency, inclusivity, and decentralization that underpin the ecosystem's functioning. Through careful governance, mindful resource allocation, and responsive feedback mechanisms, the DAO aims to sustain a robust and resilient ecosystem.

Decentralization Strategy

The NRC adopts a thorough Decentralization Strategy to uphold the principle of distributed governance, thus creating a diverse and equitable space where every member has a stake in the DAO's direction.

Inclusion of Diverse Voices: The DAO is committed to including as many unique voices and stakeholders as possible, thereby fostering a rich tapestry of ideas and perspectives. It aims to bring

together people from various backgrounds, expertise, and geographical locations to infuse the organization with a broad spectrum of insights.

Council and Advisor Structure: The DAO operates under the guidance of an elected Council and appointed Advisors. Council members are the torchbearers of daily operations, voting on key decisions, and driving the DAO's initiatives. Advisors, chosen for their unique skills and experience, provide valuable insight and guidance to ensure informed decision-making.

Community Engagement: Behind the Council and Advisors is an active community of Researchers who are vital for the DAO's functioning. This community is encouraged to participate actively in discussions, provide feedback, propose initiatives, and contribute their expertise to the DAO's various projects.

Regular Elections: The DAO maintains its democratic and decentralized essence by conducting regular elections, allowing new members to join the Council. This process ensures that leadership is not static, and different members get an opportunity to influence the DAO's direction over time.

Transparent Operations: Transparency is a key tenet of the DAO's operations, ensuring all decisions, transactions, and initiatives are open for community inspection. This openness fosters trust and accountability within the organization.

Inclusivity Strategy

The NRC DAO places a high value on inclusivity, recognizing that diversity of thought, experience, and background are invaluable assets in our collective pursuit of knowledge. We aim to create an open and equitable space where anyone, regardless of their identity or origin, can contribute to the NRC DAO's work.

Equal Rights of Participation: The DAO strongly adheres to the principle that every human being, regardless of their geographical location, cultural background, or professional experience, has an equal right to join and contribute to the DAO. We aim to maintain a barrier-free entry policy that welcomes different perspectives and insights.

Merit-Based Positions: While we uphold the principle of equal participation, the DAO acknowledges that certain positions require specific skills and expertise. As such, all individuals elected to leadership positions, such as the Council or advisory roles, should be chosen based on their qualifications, competence, and the unique value they bring to the DAO.

Community Driven Eligibility: The eligibility for election to the DAO's Council or advisory roles is a matter of community decision. This approach ensures that the process remains transparent, democratic, and in line with the collective vision and requirements of the community.

Vetting by Advisors: To maintain the integrity and quality of our leadership, Advisor candidates put forward by the community will be thoroughly vetted by the existing Advisors. This process will focus on

the candidates' professional experience, subject matter expertise, alignment with the DAO's mission, and their potential to contribute to the DAO's work.

Communication, Collaboration, and Conflict Resolution

Communication Tools

In the pursuit of efficient communication, the [NRC DAO](#) integrates a comprehensive blend of both on-chain and off-chain communication tools. The cornerstone of our official decision-making process, including proposals and voting, rests with the Near Protocol Blockchain. This decentralized platform ensures transparent, verifiable, and immutable record-keeping of all formal DAO operations. Simultaneously, to foster a dynamic and responsive environment for day-to-day discussions, the DAO utilizes platforms like Telegram. This platform serves as a nexus for regular interactions, collaborations, and informal discussions among members, promoting a sense of community and continual engagement. Together, these tools provide a balanced and effective communication framework, combining the solidity of blockchain technology with the flexibility of traditional communication platforms.

Collaboration Practices

The NRC DAO adopts robust Collaboration Practices to create a culture of synergy and collective growth. Emphasizing the principles of open dialogue, inclusive discourse, and collective decision-making, it lays a strong foundation for a harmonious collaborative environment.

Open Dialogue: The DAO promotes a culture of open dialogue, encouraging every member to express their views, insights, and suggestions without hesitation. By upholding the principle of free speech and exchange of ideas, it ensures that every voice is heard and valued.

Inclusive Discourse: In addition to open dialogue, the DAO values inclusive discourse. It welcomes diverse perspectives and ensures that every discourse reflects the collective wisdom of the community, irrespective of their role or experience in the DAO.

Collective Decision-Making: The DAO practices collective decision-making, where all major decisions are made based on consensus or voting. This ensures that all members have an opportunity to influence the DAO's direction and fosters a sense of collective ownership and responsibility.

Regular Meetings: Regular meetings form the backbone of the DAO's collaboration practices. These meetings, open to all members, serve as a platform for discussion, brainstorming, and decision-making. They ensure consistent communication and alignment among the members.

Accessible Documentation: Recognizing that not all members can participate in every meeting, the DAO makes it a point to record and publish the notes from all meetings. These public notes are made easily accessible to all members, allowing them to stay informed and engaged, even if they could not attend the meeting.

Conflict Resolution

In the inevitable event of disagreements or conflicts within the NRC DAO, the organization takes an inclusive and democratic approach to resolution. This approach ensures that all voices are heard, decisions are fair, and the process remains transparent to all involved parties.

Emphasis on Fairness and Transparency: Every member of the DAO, regardless of their role, has the right to voice their concerns and opinions. All conflicts will be handled in a transparent manner, ensuring all parties involved are aware of the process and progress towards resolution.

Council Mediation: The Council plays an essential role in conflict resolution, guiding dialogue and discussions towards achieving a consensus. They work to ensure all perspectives are heard and respected, helping to clarify misunderstandings and foster understanding among parties involved.

Community Participation: When a consensus is hard to achieve or if the conflict involves significant decisions, the wider community may be invited to participate in the resolution process. This can take the form of open discussions, polling, or formal voting.

Structured Resolution Process: The DAO follows a structured process in resolving conflicts, which begins with the identification and acknowledgment of the issue, followed by discussions or debates, and finally, decision-making. This structured approach ensures fairness and transparency, and keeps the process democratic.

Continuous Improvement: Lessons learned from each conflict resolution process are integrated into the DAO's procedures and guidelines. This helps to continually improve the way conflicts are handled, promoting an atmosphere of understanding and cooperation within the DAO.

Conflict of Interest Management

The NRC is committed to transparency and fairness in all its operations. Conflict of Interest Management forms an integral part of our governance, ensuring that decision-making remains unbiased and in the best interests of the DAO.

Open Disclosure: Council members are expected to openly disclose any personal or professional interests that could potentially conflict with their responsibilities towards the DAO. Transparency in declaring such conflicts ensures the integrity of the DAO's operations.

Voting Restrictions: To ensure fairness, Council members are prohibited from voting on proposals where they have a direct personal involvement. This rule helps to prevent bias and ensure that the best interests of the DAO are served at all times.

Community Involvement: In cases where significant conflicts of interest arise, the situation will be subjected to a community vote. This inclusive process allows the community to weigh in on important issues, further reinforcing the principle of decentralization and collective decision-making.

Conflict Management Policy: The DAO should consider developing a Conflict Management Policy outlining how conflicts of interest are identified, disclosed, and managed. This policy could serve as a reference for Council members and Advisors, ensuring consistency and fairness in handling such situations.

Code of Conduct

Conduct Guidelines

The [NRC DAO](#) is committed to fostering a professional, respectful, and inclusive community. Upholding a high standard of conduct among all members is paramount to our collaborative and diverse environment.

Professionalism: All members are expected to maintain a high level of professionalism in their interactions. This includes honoring commitments, delivering work as promised, and engaging in respectful and thoughtful dialogue.

Respect: Every member of the NRC DAO should show respect to others. This involves recognizing different perspectives, refraining from personal attacks or offensive remarks, and treating everyone with courtesy and consideration.

Integrity: We expect all members to uphold the principles of honesty and fairness. This includes abstaining from behavior that might undermine the trust of the community, such as spreading misinformation or engaging in fraudulent activities.

Non-Discrimination and Anti-Harassment: The DAO strictly forbids any form of discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Any such behavior will be addressed promptly and may result in expulsion from the DAO.

Constructive Dialogue: We encourage open, constructive dialogue that builds the community and pushes our collective knowledge forward. This includes listening actively, disagreeing respectfully, and being open to feedback and new ideas.

Inclusivity: The DAO strives to foster a supportive, inclusive environment where all members feel welcomed and valued. We are committed to ensuring that everyone has an equal opportunity to contribute and influence the direction of the DAO.

Conduct Violation Response

Upholding the integrity of the NRC is paramount to its function and reputation. As such, any violation of the Code of Conduct is taken seriously and responded to promptly. The response process includes an impartial investigation, an assessment by the community and advisors, mediation by the council, and implementation of the decision by MJDAO.

Investigation Process: Upon the detection of a potential breach, an impartial and thorough investigation will be conducted. This process is designed to establish the facts of the case, ensuring fairness and accountability. Automated systems, working with [pikespeak](#) to assess their data, can be used to detect potential conduct violations.

Community & Advisor Assessment: The details and findings of the investigation will be presented to the community and the DAO's advisors for their review and assessment. They will provide their perspectives and recommendations regarding the violation, contributing to the decision-making process.

Council Mediation: The Council, playing a crucial role in DAO governance, will mediate discussions based on the investigation's findings and the input from the community and advisors. They will facilitate a balanced and impartial dialogue, aiming for a decision that best serves the DAO's interests.

Enforcement: Once a decision is made, it will be enacted by the council, pushed to the Transparency Commission in the NDC. Potential consequences for conduct violations may range from temporary suspension to permanent exclusion from the DAO, depending on the violation's severity.

Compliance and Legal Considerations

Legal and Compliance Awareness

Operating within the legal framework is of paramount importance for the NRC. We strive to maintain a culture of legal and regulatory awareness to ensure our operations are conducted in accordance with all applicable laws and regulations.

Compliance Culture: Members of the NRC are expected to uphold a strong consciousness of legal implications associated with their activities. We believe that a comprehensive understanding of the legal landscape is key to maintaining the integrity and legality of our operations.

Legal Consultation: The DAO encourages members to consult the Legal Working Group whenever any uncertainty arises regarding legal aspects of their work. By providing access to expert advice, we aim to avoid potential legal complications and ensure the DAO's operations remain within the boundaries of law.

Role of the [Marma J Foundation](#): Initially, the NRC activities will be funded by the Marma J Foundation, a registered non-profit organization based in Canada. The Foundation's role includes not only the funding but also provides a legal framework for the DAO's activities, facilitating our operations within the context of Canadian law and international regulations.

Continuous Legal Education: To further strengthen our compliance culture, the DAO aims to facilitate continuous legal education sessions. These sessions will help our members stay updated with any changes in the legal landscape that could affect our operations.

Ethical and Lawful Operations

At the heart of the NRC DAO's operations lie the fundamental principles of ethical conduct, legal compliance, integrity, transparency, and accountability. The DAO is committed to conducting its operations in a manner that respects these core values, fostering a community where members can confidently participate in a secure and fair environment.

Ethical Conduct: The DAO expects all its members, including the Council, Advisors, and general members, to uphold the highest ethical standards in their interactions and decision-making processes. Unethical behavior, such as dishonesty, fraud, or any action that undermines the community's trust, will not be tolerated.

Legal Compliance: The DAO is committed to operating within the bounds of the law. This includes compliance with international laws and regulations related to financial transactions, data privacy, intellectual property rights, and more. Recipients of DAO funding must declare that they do not reside in countries or jurisdictions where the Marma J Foundation is prohibited from distributing funds, ensuring the legality of all transactions.

Immediate Action Against Misconduct: In the event of any unethical or illegal behavior, the DAO will take swift and appropriate action. This could range from issuing warnings to immediate removal from the DAO, depending on the severity of the misconduct.

Alignment with Marma J Foundation's Mission: Funding disbursed by the NRC DAO is based on work that aligns with the Marma J Foundation's overarching mission of leveraging Web3 technology for social good, spreading love, support, positivity, and educating and empowering communities. Further, it aligns with the specific mission of the NDC to support the NEAR ecosystem, thereby ensuring the DAO's activities contribute positively to the broader community.

Documentation and Knowledge Management

Knowledge Management

To foster an informed, collaborative, and transparent environment, the NEAR Research Collective is deeply committed to effective knowledge management practices. Central to our functioning, we ensure that all data, information, and insights generated within the NRC are meticulously curated, managed, and made available to all members in alignment with the guiding principles of decentralization and transparency.

Knowledge Repository: We maintain a comprehensive, decentralized repository accessible to all DAO members. This resource hub will include research findings, meeting minutes, decision logs, community polls, and other DAO-related information.

Contribution and Collaboration: We strongly encourage contributions from all members to enrich the knowledge base. By leveraging the collective intelligence and diverse expertise of our members, we aim to nurture an environment of continuous learning and collaboration.

Knowledge Accessibility: To uphold our commitment to transparency, all stored knowledge is made accessible to DAO members. This shared information resource empowers our members with the necessary context to make informed decisions and contribute effectively to discussions and proposals.

Data Security and Integrity: Even as we prioritize openness, we understand the importance of data security and integrity. All knowledge and data are stored in a secure, decentralized manner that prevents unauthorized access or manipulation.

Confidentiality and Integrity

Balancing transparency and confidentiality forms a critical cornerstone of the NRC's operations. We recognize the importance of both open collaboration and protection of sensitive information.

Sensitive Information Handling: The NRC follows robust data handling practices to protect sensitive and confidential information. All members are obliged to adhere to these practices, ensuring the integrity of the DAO's data. Confidential information may include personal data, proprietary research findings, or strategic plans.

Member Data Empowerment: Members of the DAO have control over their data. We are committed to maintaining this autonomy while safeguarding the confidentiality of their data.

On-chain Confidentiality Solutions: In line with this commitment, we're actively researching and implementing on-chain confidentiality solutions. Such technology would provide an additional layer of security, enabling members to maintain confidentiality even as they participate in the DAO's transparent, decentralized operations.

Confidentiality Policy: We suggest drafting a comprehensive Confidentiality Policy detailing how the DAO handles sensitive information, confidentiality obligations of members, and steps for reporting possible breaches of confidentiality.

Diversity and Inclusion

Diversity Practices

Recognizing the intrinsic value of varied perspectives, the NRC DAO places immense emphasis on nurturing diversity within its ranks. The unique combination of experiences, knowledge, and insights from diverse backgrounds significantly enhances the quality of our research and fortifies our community.

Active Encouragement: To materialize this commitment, the DAO actively encourages applications from individuals of all backgrounds, including but not limited to different cultures, ethnicities, religions, genders, ages, socioeconomic statuses, abilities, experiences, and disciplines. By promoting a broad spectrum of perspectives, we aim to create a rich mosaic of thought, ideas, and innovation.

Diverse Council and Membership: In our pursuit of diversity, we strive to ensure the Council and membership are reflective of the wide-ranging backgrounds that contribute to our community. The election process will be conducted in a fair and transparent manner to support this.

Anti-Discrimination Policies: The DAO firmly adheres to anti-discrimination policies. Everyone has the right to be treated with dignity and respect, and any form of discrimination or bias is not tolerated. Our operations and decisions uphold this commitment.

Continuous Monitoring and Improvement: To ensure our practices remain effective and inclusive, we regularly review our diversity metrics and engagement practices. The findings inform the continuous improvement of our diversity practices.

Inclusion Policies

The NRC is firmly committed to promoting an inclusive and egalitarian environment where every member enjoys equal opportunities and rights to contribute, lead, and shape the future direction of the DAO. Our policies and processes are meticulously crafted to foster an inclusive space, free from discrimination, where diversity thrives.

Equal Representation: Ensuring an equal voice for all members is pivotal to our DAO's ethos. Each member's opinion is respected and valued, and all have an equal chance to participate in decision-making, irrespective of their background, experience level, or the duration of their involvement with the DAO.

Diversity and Non-Discrimination: The NRC recognizes the importance of diversity and firmly opposes all forms of discrimination. We are dedicated to maintaining a space where individuals from different backgrounds, cultures, and perspectives are welcomed and their unique insights are valued.

Open Opportunities: The DAO offers equal opportunities to all members to participate in projects, contribute ideas, and take up leadership roles. We believe that every member brings unique skills and perspectives that can drive the DAO towards its objectives.

Education and Training: We commit to providing educational resources and training to empower our members, promoting understanding of DAO operations and governance, and fostering an inclusive environment.

Feedback and Complaint Mechanisms: We encourage members to provide feedback and voice any concerns related to inclusion and diversity. A mechanism will be set up to handle complaints effectively, promoting continuous improvement in our inclusion policies.

Decentralization Strategy

Power Distribution

Adhering to the principles of decentralization, the [NRC DAO](#) aims to distribute power equitably among its members, promoting a sense of collective ownership and fostering an environment of shared responsibility. This commitment to decentralization permeates all aspects of the DAO's operations and governance.

Decision-Making Power: To prevent power centralization and ensure the collective voice of all members is heard, decision-making power is spread across the DAO membership. All key decisions, including changes to governance, project approval, and strategic direction, require member approval through a democratic voting process.

Blockchain Democracy: The NRC DAO operates on the NEAR Protocol, a decentralized blockchain technology. This technology ensures transparency in operations and voting processes and prevents any single entity from monopolizing control over the DAO's activities.

Elected Council: The DAO Council, which guides and supports daily operations, is democratically elected by the members, further reinforcing the principle of power distribution. The council embodies the diverse voices within the DAO and serves as its guiding force.

Proposals and Amendments: Members of the DAO are not only encouraged but also have the right to propose amendments to the DAO's governance structure. This ensures a fluid, evolving organization that continuously aligns with its members' interests and needs.

Decentralized Infrastructure

The NRC DAO's commitment to a fully decentralized operational model is reinforced by its choice of infrastructure. Utilizing the NEAR Protocol, a platform known for its scalable and secure blockchain technology, the DAO has established a transparent, verifiable, and resilient foundation for its activities.

Community-Managed System: The NEAR Protocol facilitates the creation of a community-managed system, empowering all members to participate actively. The decentralized nature of this system fosters transparency and accessibility, ensuring that every member has an equal opportunity to contribute.

Proposals and Voting: Every proposal, vote, and decision made within the DAO is recorded on the blockchain, providing a public, tamper-proof record of DAO activity. This process enhances accountability and trust among members and external observers alike.

Future Tool Integration: The NRC is committed to adhering to the principles of decentralization in all its operations, including the tools and applications it uses or creates. Any new tool developed or used in the future will align with NEAR Protocol technology, reinforcing the DAO's decentralized ethos.

Data Management: Operating on a decentralized platform ensures a decentralized storage and management of all DAO-related data. This feature promotes data integrity and safeguards the DAO's information assets against centralized points of failure.

Decentralized Governance

At the core of the NRC's operations lies its commitment to decentralized governance. This model is not only democratic and inclusive, but it also ensures transparency, fairness, and accountability, fostering a robust and vibrant community of members.

Elected Roles: Council and Advisor positions are not appointed but are instead democratically elected. These roles are open to any member of the DAO, creating an inclusive environment that values diverse perspectives and expertise. The election process ensures a steady rotation of new ideas and leadership, which helps to keep the DAO dynamic and innovative.

Open Proposal Submission: Every member of the DAO is empowered to make a difference by submitting their own proposals. These proposals can cover a wide range of topics, from suggesting new research directions to proposing changes in governance.

Community-wide Voting: The decision-making power does not rest with a select few. Instead, every decision, big or small, is subject to a vote by the entire community. This process ensures that every member's voice is heard and that decisions reflect the collective will of the community.

Continuous Improvement: The decentralized governance model also allows for its own evolution. Members can propose changes to the governance model itself, allowing the DAO to continuously adapt and improve.

Sustainability of Decentralization

Ensuring the longevity and sustainability of the decentralized structure at the NRC forms a cornerstone of its operation. By maintaining a proactive approach, the DAO is able to foster an environment that encourages continuous community engagement and empowers its members.

Regular Elections: The DAO holds frequent elections for the Council and Advisor positions. This allows for a constant influx of fresh perspectives and ideas, thereby preventing stagnation and encouraging continuous development.

Transparent Decision-Making: All decisions within the NRC are made with complete transparency. Proposals, discussions, and voting are all open to every member of the DAO. This not only strengthens trust within the community but also encourages active participation in decision-making.

Open-Source Software: The DAO's operations and systems are primarily based on open-source software. This allows for continuous improvement, troubleshooting, and customization by the community, which in turn contributes to the sustainability of the DAO.

Inclusive Culture: The DAO fosters a culture of inclusivity, where every member, irrespective of their role, can contribute to the growth and direction of the DAO.

Community-Driven Funding Model: The DAO's operations are funded through community contributions. This model ensures that the DAO's sustainability is a collective responsibility and not dependent on a single source. This fosters a sense of ownership among members and promotes resilience and adaptability.

DAO Transition Plan (Next Steps)

Transition Timeline

Shifting to a fully operational NRC DAO is a major undertaking that will be executed systematically in a phased approach. This ensures stability during the transition and provides the community with a clear path forward.

Phased Approach: The transition to the NRC DAO will be methodical and gradual, allowing ample time for the community to adapt and contribute to each phase. This approach minimizes disruption and ensures the continuity of the DAO's operations during the transition.

Clear Milestones and Timelines: The DAO will outline and communicate detailed milestones, along with corresponding timelines, to guide the transition process. These milestones will serve as goals, tracking the DAO's progress towards full decentralization.

Community Communication: Throughout the transition process, transparency will be maintained by keeping the community well-informed. Regular updates will be shared regarding progress towards milestones and any changes to the timelines.

Council Election and Operation: A significant milestone in the transition will be the election and full operation of the Council. These elected representatives will help guide the final stages of the transition and lead the DAO into its next chapter.

Transition Completion: The transition will be considered complete when all key operations, including decision-making, proposal management, and governance, are autonomously managed by the DAO.

Bill Completion and Funding:

- A bill for the initial phase must be completed by October 1st, with a budget of 30k for the first three months.
- For the subsequent three months, a budget of 60k will be allocated, reflecting the expanding scope and scale of the DAO's operations.

Community Onboarding

Ensuring a smooth integration of new members into the NRC DAO is of paramount importance. The community onboarding process is designed to facilitate this integration by educating members about the DAO's operations, governance structure, and participatory opportunities, providing them with the tools they need to fully engage and contribute.

Educational Initiatives: The NRC will develop a suite of educational materials and programs tailored to guide new members. These will cover various aspects of the DAO, such as its mission, structure, governance model, and the NEAR Protocol infrastructure. They may take the form of webinars, tutorials, how-to guides, and other educational content, making the learning process interactive and engaging.

Resources: New members will have access to a repository of resources including detailed FAQs, community guidelines, governance documents, and relevant research materials. This repository will be continually updated to ensure that the information is current and relevant.

Dedicated Support: A designated team will be available to assist new members in their onboarding journey. This team will help clarify any uncertainties, guide members on how to engage with the platform,

and support them as they begin to participate in the DAO's activities. In addition, the DAO will host periodic 'new member' sessions where newcomers can introduce themselves and ask questions.

System Testing

Before fully transitioning to the DAO's systems, a comprehensive system testing process will be implemented. This process is designed to ensure that all the DAO's mechanisms, from voting procedures to proposal submissions and communication channels, are operating efficiently and effectively.

Pre-launch Testing: Prior to launching, all systems will undergo rigorous testing to identify and resolve any bugs or issues that could hinder performance or compromise the security. This includes the DAO's voting system, proposal submission protocol, and communication tools.

Usability Testing: The DAO's systems will be evaluated for their user-friendliness. This involves gauging the system's navigation and ease of use, ensuring a smooth user experience for all members.

Performance Testing: This stage gauges how the systems perform under a particular workload. It is crucial to determine the speed, responsiveness, and stability of the system under varying workloads.

Security Testing: With an increasing need for secure digital transactions, the DAO's systems will be tested for potential vulnerabilities to hacking, ensuring that the system can withstand malicious attacks and maintain the integrity of the users' data.

Review and Adjustment

The NRC recognizes the importance of evaluation and continuous improvement in achieving operational excellence. As part of our commitment to adaptability and growth, we have established a phase dedicated to review and adjustment following the completion of our transition.

Community Feedback: We place immense value on the voices and opinions of our community members. As part of the review phase, we will actively seek and encourage feedback from all members regarding their experiences and perceptions of the DAO's operations. We aim to facilitate this feedback collection through various channels including online surveys, interactive meetings, and on-chain discussions.

Comprehensive Evaluation: We will conduct an extensive review of all aspects of the DAO's operations, from our governance model to our communication methods. This review will assess both the functionality and effectiveness of our systems and processes.

Informed Adjustments: Based on the insights gathered from community feedback and our comprehensive evaluation, we will identify areas that need improvement or adjustment. Changes could range from minor tweaks to significant strategic shifts, all with the ultimate goal of enhancing the efficacy and efficiency of the DAO.

Implementation and Monitoring: Post-adjustment, we will carefully implement the changes and continuously monitor their impacts. This allows us to assess the effectiveness of the adjustments and make further changes if required, thereby maintaining a constant cycle of improvement.