



Proposal Name: MonkeDAO Election Simplification and Alignment

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Voting Rules

Category: Governance Proposal

Duration: Vote will remain open until quorum is achieved, and a 7-day countdown timer will commence after

Quorum: 7.5%

Passing vote: 66%

Summary

Realign all MonkeDAO leadership elections to take place at the same time, once per year. Lead Executive and Board positions will be voted at the same time, all other positions will be appointed by the Lead Executive with the approval of the Board once the election is concluded.

Proposal Details

The current leadership of MonkeDAO [under the V4 Bylaws](#) sets out a process where there are multiple elections each year, with Board positions lasting 12 months and all other elected or appointed positions lasting 6 months (Executives, Gen3 Observer, and Treasurer). This means each year there is 1 vote for the Board, 2 votes for Lead Executive, and 2 votes for half the Executive team, for a total of 5 votes across two election periods.

This proposal suggests to:

1. Reduce the number of elections to one per year with only two votes (Lead Executive and Board)
2. Simplify the tenures of each position to last for the same duration (12 months), and
3. Remove the elections for the 2x Executive team members.

The goal here is to improve the effectiveness and cohesion of the executive team by allowing the Lead Executive and Board to propose, discuss, and approve all other positions at once (4x Executive team members, 1x Gen3 Observer, and 1x Treasurer). This will ensure the people in these positions



each fill a vital role and removes the risk of gaps in skill sets that can occur when people are elected based on popularity rather than current DAO needs.

In order to align all roles to the same duration and yearly cadence going forward, the current Lead Executive and Executive team members will have their role durations extended by a few weeks so that all current tenures will end in early February 2025 when the first annual election cycle begins.

If this proposal succeeds, the Bylaws will be updated to V5 to reflect [only] the changes from this proposal.

Goals / Evaluation Metrics

- Alignment of tenure for all positions across MonkeDAO Leadership; Board, Executives, Gen3 Observer & Treasurer
- Reduction of the number of elections each year
- Simplification of each election cycle
- Overall improvement of the Governance process to prevent voter fatigue and ensure maximum engagement during each election

Benefits to DAO & Individual Members

- Improved understanding of MonkeDAO elections and leadership appointments via simplified processes
- Better facilitate planned and in-progress initiatives by moving to 12-monthly Executive team tenures instead of the current 6-month resets
- Encourage MonkeDAO and its leadership to take on a long-term outlook in the DAO's growth by moving away from the current short-term contributor model
- Ensure the right individuals can be appointed for the right roles (assessment based on an individual's experience, skill set, and team fit), by removing the current appointment by popular vote

Risks & Concerns

- This change gives the Lead Executive and the Board a greater ability to make decisions on behalf of the DAO
- The DAO loses the ability to directly elect individual executives other than the Lead Executive (although the DAO will still have the ability to *remove* individual leaders through proposal and vote, as it always has)
- The DAO will only have one chance each year to change its leadership via elections (but as above, this can still happen out-of-cycle at any time through community proposals and votes)



Tentative Timeline/Roadmap

- Changes will be effective as of the next election in early February 2025 and elections will occur annually in February thereafter; Board and Exec Tenure

Treasury Spending & Impact

- None