Building Transparent Contribution & Recognition Systems

Our Journey

The KAT Tokenomics DAO (KTD) participated in DEP 2 to turn Kambria's KAT Reward & Privilege Framework 1.0 into practical tools, operating processes, and technical infrastructure for recognizing contributions across decentralized communities.

At the heart of KTD's work was a fundamental question: **How can DAOs recognize contributions fairly, consistently, and transparently while maintaining a verifiable record of the value created by their members?**

To address this, KTD worked across three interconnected areas: framework application and auditing, system prototyping, and documentation and learning.



The DAO developed operating toolkits, pilot configuration materials, audit procedures, and a technical prototype to support the contribution recognition process.

CORE FRAMEWORK

Verified Contribution → Credits → Karma → Tiers & Privileges

Our Working Structure

Lane 1: Framework Support & Audit (FSA)

Andrew Anyona Mogambi & Clemence Ruhi
& Abdo Abdirahman Shibani

Translating Framework 1.0 into practical DAO configuration, onboarding, validation, and audit processes.

The FSA team developed the operating materials needed to help participating DAOs apply the recognition framework.

Its work included pilot contact tracking, DAO briefing materials, configuration workbooks, guardrail reviews, and worked calculation samples.

Key contributions

- Delivered the Canonical Toolkit and Operating Guide.
- Prepared DAO Quick-Start and Briefing materials.
- Drafted configuration packages for participating pilot DAOs.
- Developed guardrail and audit matrices and pilot review records.
- Prepared provisional worked samples for the Credit → Karma → KAT cycle.





One of FSA's most important lessons was that standardized tools reduce the effort required for DAOs to engage with a complex framework.
Pre-filled configuration materials proved more practical than expecting participating DAOs to build their own rules from empty templates.
However, progress remained dependent on timely responses from pilot DAOs. As of the October 15 summary report, CCD's configuration had been drafted and reviewed, while ED and PPD still required further alignment. Worked pilot samples also contained provisional values.
Future implementation should establish clear response deadlines, verification responsibilities, and escalation procedures to prevent external dependencies from delaying framework validation.

Our Working Structure

Lane 2: System Prototyping (SP)

Clemence Ruhi & Abdo Abdirahman Shibani &
Garvit Dhakate & Bhavya Jain

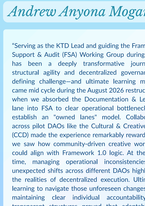
Translating the recognition framework into a technical prototype supporting DAO management, contribution verification, and Credit, Karma, and KAT processing. The SP team organized development across frontend, backend, database, and AI/QA responsibilities. Its work covered authentication, role-based permissions, DAO and member structures, contribution services, economic calculations, and dashboard functionality.

Key contributions

- Established the frontend application and permission-based dashboard requirements.
- Developed backend API and service architecture.
- Defined database structures and migration requirements.
- Developed Credit, Karma, and KAT calculation and validation requirements.
- Reported deployment of the KAT Nexus Dashboard frontend and backend.
- Recorded a prototype demonstration using KTD demo data.

The SP team's greatest challenge was an initial mismatch between the expected data architecture and the structure used during early development.
Although the team understood the recognition framework, the complete implementation requirements were not sufficiently defined at the outset.
This led to substantial rework during Milestone 1, affecting multiple technical workstreams and increasing coordination needs.

The experience demonstrated that a shared framework is not enough for implementation. Technical teams need an approved data model, clearly defined requirements, and early stakeholder validation.
The reported deployment and demo marked an important technical milestone. However, production readiness, complete end-to-end validation, and deployment for all pilot DAOs should be assessed separately.



Our Working Structure

Lane 3: Documentation & Learning (DL)

Adekunle Adedotun Gbemigun

Making framework knowledge, implementation guidance, pilot observations, and verification records accessible and reusable.
The DL team supported the operational side of KTD by preparing guidance materials and tracking issues encountered during framework application.
Following restructuring, DL operated as an Owned Lane within FSA.

Key contributions

- Prepared the DAO Operating Toolkit and Organizer Guide.
- Supported Quick-Start and onboarding documentation.
- Developed the Pilot Learning & Issue Log.
- Prepared the Evidence & Deliverable Index.
- Supported worked pilot samples and framework guardrail checks.

Documentation became especially important as KTD's framework and prototype evolved simultaneously.
Clear operating instructions helped connect technical requirements with the practical responsibilities of DAO organizers and contributors.

However, the learning log and evidence index remained partially delivered in the October 15 report.

Future cycles should integrate documentation and evidence collection into ongoing development rather than leaving them to final reporting.

REFLECTION FROM MEMBERS

Adekunle Adedotun Gbemigun

"My KTD journey has been a masterclass in cross-DAO operational excellence and clear communication. Leading the FSA & DL working group deliverables from standardizing stateful Karma guardrails to establishing the 4-step period audit workflow taught me that true excellence isn't just about building robust frameworks, but ensuring every process is transparent, traceable, and easy for every DAO contributor to navigate. Overcoming cross-DAO alignment hurdles underscored how vital proactive, clear communication is in keeping decentralized teams aligned, accountable, and audit-ready."

Clemence Ruhi

"My KTD journey has been a learning experience, especially when it came to understanding the project structure and aligning our work with the overall vision. One of the biggest challenges was realizing that I had made assumptions about the requirements, which meant we had to revisit and realign some of our work. This taught me the importance of clear communication, teamwork and ensuring that every task has a clear owner and expected outcome. I've learned that successful collaboration goes beyond completing individual tasks; it requires everyone to understand how their work connects to the bigger picture."

Andrew Anyona Mogambi

"Serving as the KTD Lead and guiding the Framework Support & Audit (FSA) Working Group during DEP2 has been a deeply transformative journey in structural agility and decentralized governance. A defining challenge—and ultimate learning moment came mid cycle during the August 2026 restructuring, when we absorbed the Documentation & Learning lane into FSA to clear operational bottlenecks and establish an "owned lanes" model. Collaborating across pilot DAOs like the Cultural & Creative DAO (CCD) made the experience remarkably rewarding, as we saw how community-driven creative workflows could align with Framework 1.0 logic. At the same time, managing operational inconsistencies and unexpected shifts across different DAOs highlighted the realities of decentralized execution. Ultimately, learning to navigate those unforeseen changes while maintaining clear individual accountability and transparent structures proved that adaptability is what truly makes decentralized systems resilient."

Explore other DAOs

Cultural & Creative DAO (CCD)
Outreach and earned coverage

ProsiPlay DAO (PPD)
Making Financial Literacy Accessible