

GAIA

Founding Team & Tokenomics Disclosure

Full transparency on who is building Gaia, how they are compensated, and why

Published at launch. Updated when team or allocation changes.

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Why This Document Exists

The history of cryptocurrency is stained by hidden founder allocations, undisclosed pre-sales to venture capital firms, and token distributions designed to enrich insiders at the expense of everyone else. Projects that claimed to be decentralised were controlled by a handful of wallets. Projects that claimed to serve humanity were structured to serve their founders.

Gaia will not repeat these mistakes. Not because it is forced to disclose — no regulation currently requires it. But because transparency is a precondition of trust, and trust is a precondition of adoption, and adoption is the entire mission.

This document discloses everything: who is building Gaia, what they receive for doing so, when they can access it, and why the amounts are what they are. It will be published on gaia-economy.org from the first day the project becomes public and updated whenever team composition or allocation changes.

Nobody works for free. Nobody should. The question is not whether the founding team is compensated. It is whether the compensation is transparent, fair, and aligned with the mission. This document answers that question.

Part One: The Founding Principle of Compensation

What We Are Building and Why It Has Value

Gaia is a proposal to replace the foundational architecture of global money. If it succeeds, it will be the most consequential monetary innovation since the invention of fiat currency. The intellectual work of originating, structuring, and communicating that proposal has real value — value that would be recognised in any other context.

A management consulting firm would charge \$5–50 million to produce the intellectual framework documented in the Gaia library. A technology startup that produced a novel protocol of this significance would grant its founders 20–40% equity as a matter of standard practice. A academic institution would assign authorship, citation rights, and career-defining recognition.

The Gaia founding team receives none of these conventional forms of compensation. Instead, they receive a defined allocation of Gaia tokens — vested over time, publicly disclosed, and structured to align their financial interest with the long-term success of the project rather than with any short-term exit.

The Ethical Constraint

Gaia's core message is that the current monetary system concentrates wealth at the point of extraction and destroys nature in the process. A founding team that extracts excessive wealth from the genesis distribution would embody the exact problem they claim to be solving.

The founding team allocation is therefore set at 5% of the total genesis supply — below the founder allocation of Ethereum (approximately 12%), Solana (approximately 25%), and virtually every major crypto project that preceded Gaia. It is set at a level that:

- Provides genuine financial upside if the project succeeds at scale
- Does not create obscene personal wealth at the expense of the Universal Ecological Dividend
- Is defensible to every scientist, economist, and policy maker who will scrutinise this document
- Aligns the founding team's financial interest with long-term adoption, not short-term speculation

The test: if Gaia succeeds in its mission of becoming a significant global monetary system, the founding team becomes wealthy. If it fails, the founding team receives nothing of value. The financial outcome and the mission outcome are the same outcome. This is the alignment we are designing for.

Part Two: Complete Genesis Allocation

The total genesis supply of Gaia is 7,800,000,000 units (7.8 billion) — one per human being alive at launch. The full allocation across all pools is disclosed here:

Pool	%	Gaia Units	Purpose
Universal Ecological Dividend	30%	2,340,000,000	Distributed equally to every verified human. Inverted priority: poorest first.
Ecological Restoration Fund	25%	1,950,000,000	Funds verified restoration projects from day one. Also serves as disaster recovery mechanism.
Pioneer Nations & Institutions	20%	1,560,000,000	Sovereign nations and institutions adopting Gaia as legal tender or integrating GPHI.
Foundation & Development	15%	1,170,000,000	Founding team, operations, technical development, GPHI infrastructure. Fully disclosed below.
Early Ecological Validators	10%	780,000,000	First entities joining Proof of Restoration validator network.
Speculative Investors / VCs	0%	0	None. No pre-sale. No private placement. No venture capital. Ever.

The most important number in this table: 0% to speculative investors and venture capital. No pre-sale. No private placement. No VC round. The moment you take venture capital money, you have a legal obligation to investors that supersedes your obligation to your mission. Gaia will never have that obligation.

Part Three: The Foundation Allocation — Full Breakdown

The 15% Foundation allocation (1,170,000,000 Gaia) is divided into three transparent sub-pools. Every Gaia in this allocation is accounted for below.

Sub-Pool	% of Total	Gaia Units	Rules & Purpose
Founding Team Allocation	5% of total (33% of Foundation)	390,000,000	Compensation for intellectual origination and project leadership. 5-year vest, 1-year cliff. Fully disclosed per person below.
Ongoing Development Fund	7% of total (47% of Foundation)	546,000,000	Developers, scientists, legal, operations, marketing, GPHI infrastructure. Managed by Foundation with published accounts.
Advisor & Early Contributors	3% of total (20% of Foundation)	234,000,000	Peer reviewers, legal advisors, technical builders, early team. Individual allocations disclosed at time of grant.

The Founding Team Sub-Pool: 5% of Total Genesis

390,000,000 Gaia is allocated to the founding team. This covers the people who originated the Gaia framework, built the initial document library, established the institutional relationships, and led the project through its founding phase.

This allocation is distributed among founding team members according to their contribution level and role. The specific individual allocations are disclosed in Part Four below.

The Development Fund Sub-Pool: 7% of Total Genesis

546,000,000 Gaia is allocated to the ongoing development fund. This is not founder compensation — it is operational capital for building the project. It covers:

- Technical development: blockchain infrastructure, GPHI measurement systems, wallet and exchange software
- Scientific work: GPHI methodology development, peer review, publication
- Legal: pioneer nation negotiations, regulatory strategy, Foundation establishment
- Operations: team salaries during the build phase, infrastructure costs
- Marketing and communications: website, events, outreach
- Research: academic partnerships, attribution science development

The Development Fund is managed by the Gaia Foundation with published quarterly accounts. Every expenditure above 10,000 Gaia requires Foundation Board approval and is disclosed in the public accounts. The Foundation Board includes independent members with no financial stake in the founding team allocation.

The Advisor Sub-Pool: 3% of Total Genesis

234,000,000 Gaia is reserved for advisors and early contributors. Individual allocations are disclosed at the time of each grant. Typical advisor allocations range from 500,000 to 5,000,000 Gaia depending on contribution level, with 2–3 year vesting.

This pool covers:

- Economists who peer-review the GPHI methodology and economic framework
 - Climate scientists who validate the attribution methodology
 - Legal advisors who structure the pioneer nation agreements
 - Technical developers who build core infrastructure
 - Institutional partners who facilitate early adoption
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Part Four: Individual Founding Team Disclosure

Every founding team member and their individual allocation is disclosed here. This section will be updated as the team grows.

PLACEHOLDER: This section will be completed when the founding team is formally constituted and legal names, roles, and wallet addresses are confirmed. The structure below shows the disclosure format that will be used.

Founding Team Member Template

Name	[Full legal name]
Role	[Lead Founder / Co-Founder / Technical Co-Founder]
Background	[Brief professional background]
Contribution	[What this person originated or built]
Allocation	[X% of founding team pool = Y Gaia]
Vesting	5 years linear, 1-year cliff from Foundation establishment date
Wallet address	[Public wallet address — disclosed at launch]
Lock-up	30-day public notice required before any sale exceeding 1,000,000 Gaia

Part Five: Vesting Schedule

All founding team Gaia vests according to the following schedule. No exceptions. No acceleration clauses. No early unlock for any reason including acquisition or dissolution.

Milestone	% Vested	Gaia Released	Notes
Foundation established	0%	0	Vesting clock starts. No Gaia received yet.
Month 6	0%	0	Still in cliff period. Full commitment required.
Year 1 (cliff)	20%	78,000,000	First unlock. Only if still actively contributing.
Year 2	40%	78,000,000	Monthly vesting continues (1/48 per month after cliff)
Year 3	60%	78,000,000	Monthly vesting continues
Year 4	80%	78,000,000	Monthly vesting continues
Year 5 (full vest)	100%	78,000,000	Full allocation reached. Total: 390M Gaia per founder pool

Why These Vesting Terms

- 1-year cliff: eliminates any incentive to collect an allocation and immediately abandon the project. Anyone who leaves in year one receives nothing.
- 5-year linear vest: aligns founding team incentives with long-term adoption. The biggest value creation in a new monetary system happens over years and decades, not months.
- No acceleration: prevents the cliff from being circumvented through acquisition clauses or dissolution events. The vesting schedule is genuinely unconditional.
- 30-day notice for large sales: prevents surprise market dumps that destroy price confidence. Any sale of more than 1,000,000 Gaia by a founding team member requires 30 days public notice on gaia-economy.org.
- Public wallet addresses: every founding team wallet is publicly known and permanently monitored. There are no hidden wallets. Any movement of founder Gaia is immediately visible to anyone.

The vesting structure is designed so that founding team members only become significantly wealthy if the project achieves significant adoption over multiple years. There is no scenario in which a founding team member profits from a short-term pump without also having delivered years of genuine value to the project.

Part Six: Financial Upside Scenarios

The following table models the potential value of the total founding team pool (390,000,000 Gaia) at various Gaia price points. These are illustrative scenarios, not projections or promises. No price is guaranteed. Gaia may fail. The founding team may receive nothing of monetary value.

Scenario	Gaia Price	Total Founder Pool Value	Context
Conservative	\$0.10	\$39M	Equivalent to a successful small tech startup exit
Moderate	\$0.50	\$195M	Equivalent to a mid-size unicorn founder allocation
Strong	\$1.00	\$390M	Bitcoin was \$1 in 2011. Ethereum was \$0.31 at launch.
Very Strong	\$5.00	\$1.95B	If Gaia achieves pioneer nation legal tender status
Transformative	\$10.00	\$3.9B	If Gaia becomes the global ecological reserve currency

Context: How Does This Compare?

Project	Founder Allocation	Notes
Bitcoin (Satoshi)	~5%	Mined early; never disclosed; anonymous
Ethereum	~12%	Pre-sale + founder allocation; disclosed
Solana	~25%	Founder + insider allocation; criticised as excessive
Most DeFi tokens	20–40%	Often hidden; source of major scandals
Gaia	5%	Fully disclosed; lowest of any major project; transparent vesting

Part Seven: Governance Protections Against Founder Capture

Having a founder allocation creates the risk of founder capture — a situation where founding team members use their token holdings to control governance in their own interest. Gaia’s governance architecture is specifically designed to prevent this.

Why Founder Token Holdings Cannot Capture Governance

- Validation weight in the Proof of Restoration consensus is determined by ecological credit score, not by Gaia holdings. Founders with large Gaia balances do not automatically have large validation weight unless they also have large verified restoration contributions.
- The Citizens’ Chamber — which holds veto power over major constitutional changes — operates on one person, one vote. Founders have one vote each, identical to any other citizen.
- The GPHI Science Council — which controls the monetary mechanism by publishing the index — is composed of independent scientists with no financial stake in the founding team allocation. Scientists are appointed by peer institutions, not by the founding team.
- Constitutional changes require 67% supermajority in the Citizens’ Chamber. The founding team cannot block or compel constitutional changes unilaterally.
- Foundation Board — which controls the Development Fund — includes independent members with no financial stake in the founding team allocation. Founding team members are recused from votes on their own compensation.

The Separation of Powers in Practice

The founding team originates ideas and leads execution. They do not control money creation (Science Council), they do not control the validator network (Proof of Restoration), and they cannot unilaterally change the rules (Citizens’ Chamber supermajority). Their financial interest is in the success of the system — not in its capture.

The governance design ensures that even if the founding team wanted to act against the interests of Gaia holders, they structurally cannot. The monetary mechanism, the validator network, and the constitutional framework are all outside their unilateral control.

Part Eight: Compensation During the Build Phase

Before Gaia launches, the founding team is working. The framework has been built. Outreach is underway. Institutional relationships are being established. This work requires compensation.

Pre-Launch Compensation Structure

Option A: Vesting Clock Starts at Foundation Establishment

The founding team's vesting clock begins from the date the Gaia Foundation is formally constituted as a legal entity — not from the token launch date. This means months or years of pre-launch work are counted toward the vesting period. A founding team member who works for two years before token launch begins vesting credit from the Foundation establishment date, meaning they are already partially vested when the token launches.

This is the cleanest approach and the one recommended for Gaia. It compensates pre-launch work without creating a separate salary structure that requires fiat currency fundraising.

Option B: Foundation Development Fund Salary

If founding team members require fiat income during the build phase — because they have financial obligations that cannot wait for token vesting — the Development Fund can pay reasonable salaries in fiat currency during the pre-launch period. These salaries are disclosed in the Foundation accounts and are deducted from the individual's Gaia allocation at a transparent conversion rate set at the time of payment.

This ensures that pre-launch work is compensated without double-counting: a founding team member who receives a salary during the build phase receives proportionally less Gaia at launch. The total value of compensation — salary plus Gaia — remains constant.

Accepting Gaia as Payment

As Gaia establishes exchange value — even before formal exchange listing, through OTC arrangements with early adopters — founding team members can choose to receive their vested Gaia as their primary compensation rather than fiat. This is the ideal scenario because it eliminates the fiat salary overhead and maximises founding team alignment with Gaia's success.

Partners, collaborators, and early team members who join the project after the founding phase can similarly be compensated in Gaia from the Advisor sub-pool or the Development Fund, with individual allocations disclosed at time of grant. Building a team that is paid in Gaia is the strongest possible signal of collective belief in the project.

Conclusion: Transparency Is the Product

This document discloses more about the founding team's financial arrangement than virtually any cryptocurrency project has disclosed at any point in its history — not just at launch, but ever.

That transparency is not a reluctant compliance exercise. It is a deliberate statement of values. Gaia claims that the current monetary system fails because it concentrates wealth at the point of extraction through mechanisms that are opaque to the people they affect. A Gaia founding team that hides its allocation would be the first proof that the project doesn't believe its own argument.

The founding team receives 5% of genesis supply, vested over 5 years, with a 1-year cliff, public wallet addresses, and 30-day notice requirements for large sales. That is less than Ethereum gave its founders. Less than Solana. Less than virtually any project of comparable ambition.

If Gaia succeeds in becoming a meaningful global monetary system, the founding team will be very well compensated for taking the risk of building it. That is fair. That is how it should work. The compensation is proportional to the risk, transparent to the world, and aligned with the mission.

If Gaia fails, the founding team receives nothing of monetary value. But the intellectual contribution remains — the manifesto, the framework, the scenarios, the technical architecture. The ideas are in the world regardless of the token price. That matters too.

We are building this because we believe the planet's monetary architecture needs to change, and we believe we have designed a credible path to that change. We are disclosing everything because we believe transparency is how trust is built. And we are accepting Gaia as our primary compensation because we believe the planet will heal and we will survive — and Gaia will make us wealthy.