THE MANGA CARTA
YukiTheater Grievances

Please consider this letter as a formal document of the grievances that we hold against the administration of YukiTheater and its operations. While we list the ways in which we hold firm against that which we do not believe in, understand that we do this in respect for you and what you have created. We come together because this is what we our passionate about but cannot continue to love if things continue the way they do now. When one created a dream and shares it with others, it ceases to be solely owned by the creator and instead belongs to those who also hold that same dream. Those who’s burning desires to achieve new things with such a dream deserve to own it too, otherwise it is simply working another man’s dream with no self satisfaction. We write this because we demand that certain ills are met and in the case there is not an agreement, we write to formally say goodbye. Together we stand as one, for wanting a change. In this document we include the many grievances, some that we share, so that we may hope to have a day where they are answered.

· Lack of Leadership and Action

There have been many instances where proper leadership involving staff and disputes have not been handled correctly.

Firstly, situations where staff form a productive discussion over possible additional features and fixes to the server and team have been brushed aside many times by Winter in the past. This discourages the suggestions that the team wants to present due to the belief that their idea will also be pushed aside without much consideration (for instance: no actual ban logs, ulx menu fix, skimming through staff disputes). This takes away the feeling of creativity and freedom that a team should feel to express themselves and bring new ideas to the table. With less comfort and confidence to present ideas, there will be less availability for effort towards progression, which makes an overall worse team than one that feels their opinions and ideas matter. We wish to have the voice in which we are not currently given.

Secondly, so much of Winter’s time has been spent coding and working on other things from outside of the server, and we feel that there is a clear disconnection and inability for him to lead the staff because of his absence. Promoting a Mod should be based on merit and quality of work rather than the amount of blacklist and bans, as it currently is.

Lastly, favoritism should not be included when deciding on new Staff/Super Admins, or handling any business decisions for that matter. For example, Hazzy was a Super Admin and left on his own accord, while retaining certain abilities. TheRedChameleon was also a Super Admin, but he left because he needed a break and wanted to return at a later date. However, he was stripped of all abilities immediately, and after re-applying was basically denied the same
opportunity as staff such as Nighthawk and Treetotheworld who were given back their position upon request. Personal matters should be separate from work decisions.

Our solutions to these problems include the following:

1. **Super Admins will be given the responsibility for the moderation branch of staff, such as that of a Co-Owner.**

2. **Super Admins will decide who is hired or demoted from moderation position.**

3. **Super Admins will teach and guide recruits by example.**

4. **Super Admins will be the embodiment of what they want in a moderator for both that of the moderation team and the server.**

5. **Super Admins will have a strong say in the promotion of new Super Admins in their place if upon resignation.**

6. **Mods and Super Admins will have the ability to unban users.**

7. **We demand that current Super Admins be demoted and Mothership808, TheHero, and Treetotheworld are promoted to Super Admin, effective immediately.**

Super Admins are capable of handling such responsibilities themselves. They are members with experience and all attributes necessary to fulfill the duties that are expected of them, so they are well aware of the requirements needed. Because they, themselves, have been in the shoes of a moderator, and have the experience needed to best help them with running the moderation team, they are most fit to appoint and direct new recruits. Super Admins will have the ability to help guide and teach the moderators and give them the ability to easily access help at all times. Super Admins will give moderators the guidance that we lack currently. They hold the ability to judge if someone is moderation material and thus ensures that the best recruits are chosen. Super Admins will be most fit to decide when an ability has been abused and should be taken away, or when an ability is necessary to effectively moderate the server and should be granted. As a Super Admin, they will always be closely monitoring the server and the mods, and they have the best ability to judge and take action. An ideal Super Admin should:

- **Effectively monitor server activity and ensure proper punishment**
- **Guide Mods to be the best they can be**
- **Exercise their ability to watch over videos and blacklist as necessary**
- Be an active part of the community and bring a positive interaction with other players

- Be capable of setting a positive example for other staff

· Misuse of Server Donations/Funding

   It has been revealed that not all server funding is going towards server advancement and production. Some of the funding has been taken and used for personal gain and possessions, by Winter, which is not the implied usage that players have in mind when they donate their money towards the server. This means that available funding that could have been used to progress and improve the server by paying Developers for additional features and advancements has been spent elsewhere, on personal items and luxuries. This is unacceptable and needs to be changed. Because there has been a false impression of available server funding and a lack of honesty regarding funding usage, some necessary changes have to be made:

1. Automatic Donations
   - This will ensure that all donations and their accurate amounts will be automatically registered to the server funding

2. Donation Progress Bar
   - This will represent donation progress made towards the current monthly server upkeep

3. Excess funds beyond current monthly server upkeep will be used to pay Developers, including Winter, for server progression (for example, on projects that Developers will work on, including the V1 Update)

4. A Voting System involving forum usage will give Developers suggestion feedback

5. Formal Apologies To 3 Factions:
   - The Community

   Many players were given the impression that their donations were going purely towards server progression, and not Winter’s personal gain or luxury. This is wrong and should be addressed.

   - The Developers
Developers were told that they would be getting paid for their work when funding was available, yet they were not, and possible funding that could have been awarded to them for projects was not awarded.

- The Staff

The usage of server funding towards personal gain and luxury was not something that a majority of staff was aware of, as well as the Community. Generally, the Staff is constantly encouraging players to support the Server by donating, having the thought of its use going towards server progression in mind, when this wasn’t always the case.

By allowing the visualization of server funding, it will promote transparency and trust. All staff will be able to know that the funding will be used correctly. By allowing players to vote for what additional features they want added to the server, we can ensure that the community remains happy and will come back for more. This will also encourage donations because they will know that their donations are going towards something that they want. This way, not only the staff will be happy, but the players as well. Because word of the misleading implications regarding server funding usage are likely to eventually get out of just staff alone, it will be much better if an admittance and apology was made so that it can prevent any future outbursts. If players were to find out where some of their donations were going by word of mouth, it would look bad and there would be several enraged users in the Community. In order to avoid this, a written apology would handle the situation much more professionally and most likely defuse any possible tempers that may come out of this discovery, as well as promote transparency and trust. If news of this is spread by word of mouth instead of official apology, the words will likely become twisted between player to player and the problem can become out of control. This opportunity is our only chance to seize the control over the situation we have now and will solve the problem before it starts.

As stated before, we really care about YukiTheater and hold its dream as our own, and want the absolute best for it and its team. With this system enacted, many existing problems within the team and theater will be fixed, and will ensure a more successful future for the server. However, if this system is refused, many vital members to staff are willing to resign because of current conditions, disagreements, and issues.

If enacted, the requirements in this document are to be followed and enforced with longevity immediately. If any of the terms in this are breached, or failed to be met, another call to action will be necessary to re-instate these terms.

(3/16/15)