# 25 things I wish I knew before becoming a community organizer

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# Shared purpose and passion
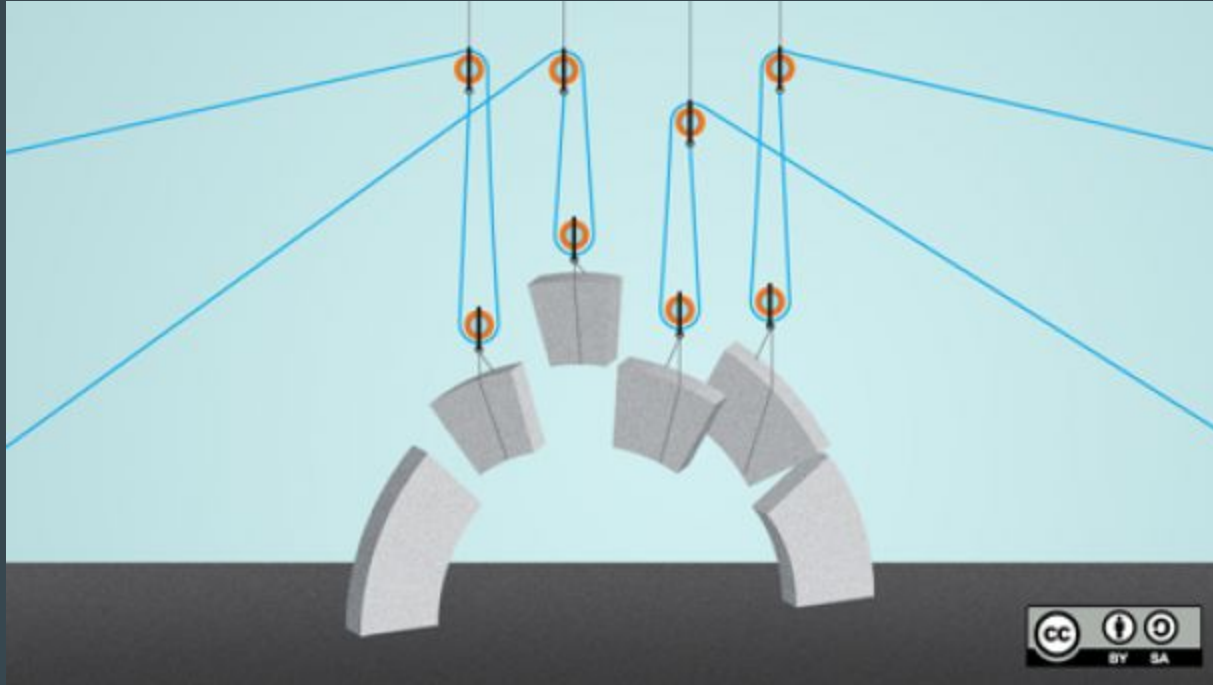
@jhibbets | #scale17x
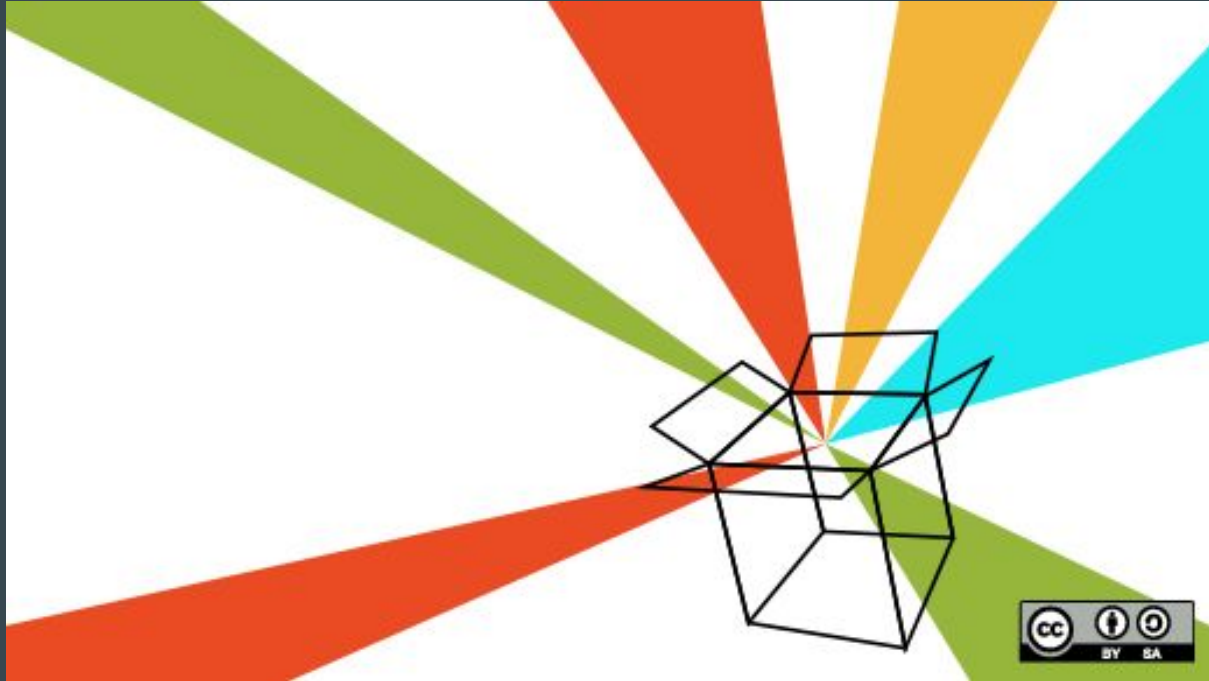
# What are the different roles of a community organizer?

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# Understand the talent and motivations of participants

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# Find your superstars and let them shine

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# Be prepared and communicate effectively

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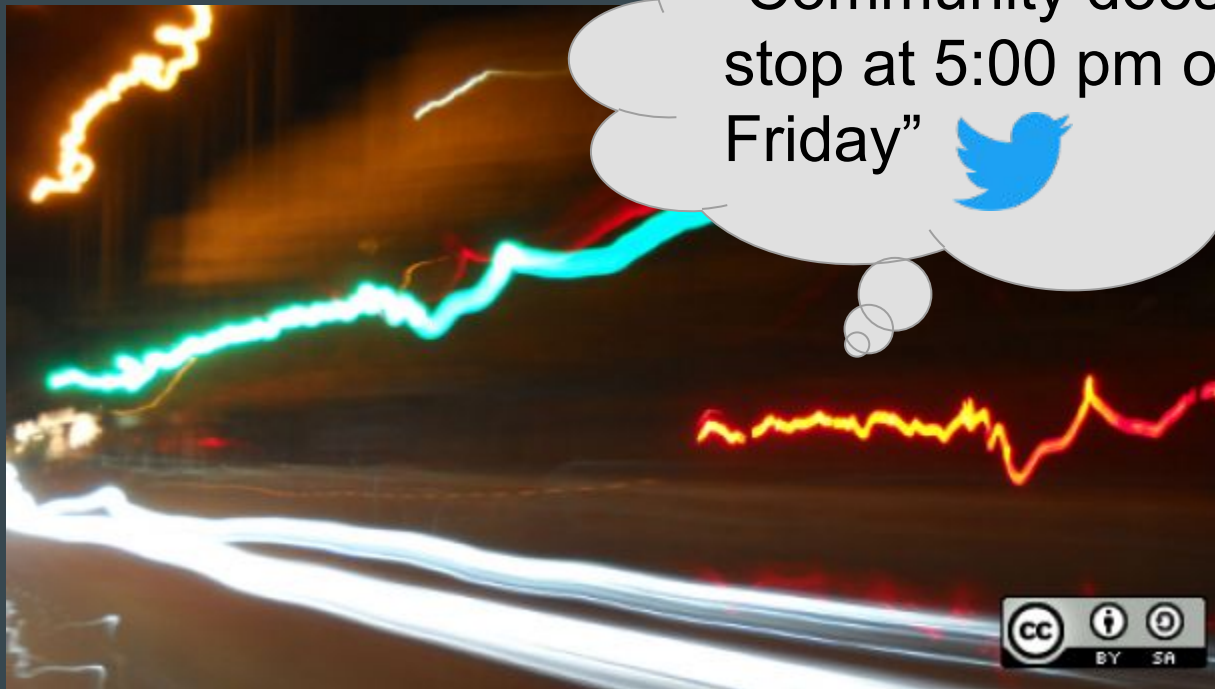# Be prepared and communicate effectively

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# Community means something different to almost everyone

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# What non-metrics to document:

- High touch interactions
- Value of events
- Contacts
- Big wins
- Monthly report

# Surviving burnout



"Community doesn't stop at 5:00 pm on Friday"

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# Signs of burnout

- Chronic fatigue
- Insomnia
- Forgetfulness
- Increased illness
- Loss of appetite

- Anxiety
- Anger
- Loss of interest
- Separation from people

# Have a plan

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# Pro tips

- Highlight after hours work and need for a flexible schedule
- Don't suffer in silence, shared your struggles

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# Pro tips

"You can't be effective an community organizer if your batteries are drained."

- Don't suffer in silence, shared your struggles
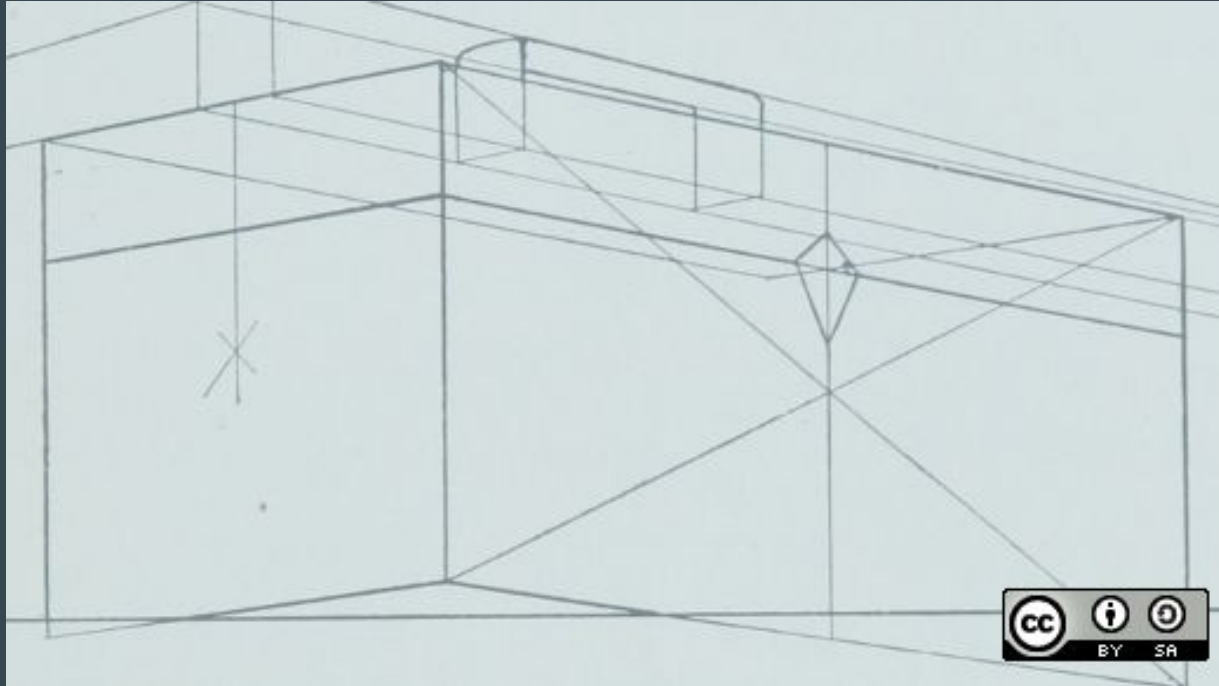
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# Grow your career and sharpen the stone

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# Bonus: Love the work you do

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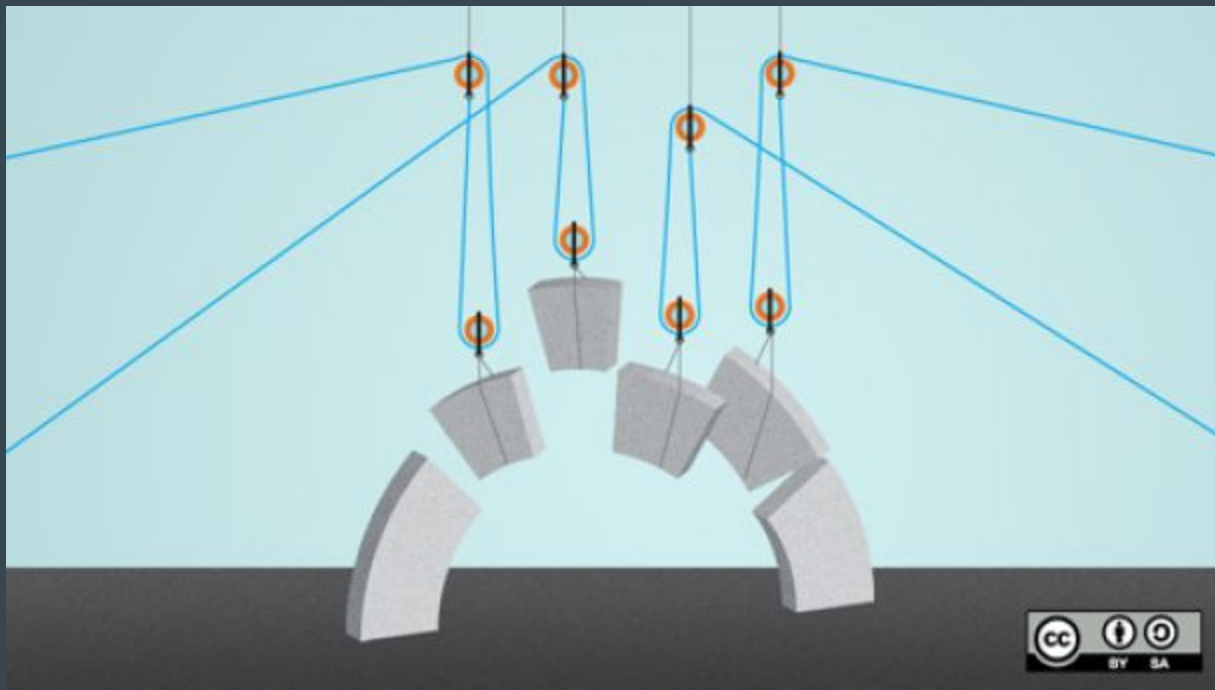
# Pro tips

- Align work with passion
- Find passions outside of work

# Deep dive into community building

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# Points and badges

## Points

- Voting (in a poll) - 1 point
- Giving comment thumbs up - 1 point
- Getting a thumbs up (on a comment you made) - 1 point
- Posting a comment - 5 points
- Submit an event (that gets approved) - 10 points
- Contributed to a published article - 15 points
- Authoring a published poll - 20 points
- Authoring a published article - 30 points
- Top Contributor - 50 points
- Community Awards - 50 points
- Moderator's Choice Award - 100 points
- People's Choice Award - 100 points
- 100+ Contributions Club - 1,000 points

## Badges

- New Member / 0-9 points
- Community Member / 10-29
- Open Enthusiast / 30-99
- Open Minded / 100-499
- Open Source Evangelist / 500-999
- Open Source Champion / 1,000-2,499
- Open Source Sensei / 2,500-4,999
- Open Sourcerer / 5,000-9,999
- Star / 10,000-24,999
- Super Star / 25,000+

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# Points and badges

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# Community moderator program

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# Community moderator program

Jono Bacon

Ben Cotton

Joshua Allen Holm

Joshua Pearce

D Ruth Bavousett

Justin Flory

Robin Muilwijk

Jason van Gumster

David Both

Jeremy Garcia

Scott Nesbitt

Don Watkins

VM (Vicky) Brasseur

Chris Hermansen

Deb Nicholson

# Awards program



The winners are...
Opensource.com community awards

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# Cat herding, email, and much more!

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# Who wants to talk about tools?



Image source: https://opensource.com/article/18/10/nice-things

# A variety of tasks...

- Cat herding
- Communications/Email
- Meetings and conference calls
- Social media
- Project management
- Editorial planning
- Editing
- Documentation
- Reports
- Shipping

- Order SWAG
- Handwritten thank you notes
- Hosting meet-ups
- Travel and travel planning
- Expense reports
- Public speaking
- Presentation preparation
- Drupal administration
- Sprint management
- Website testing

# Get stuff done!

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# A variety of tasks...and the tools to get the job done

- Cat herding
- Communications/Email
- Meetings and conference calls
- Social media
- Project management
- Editorial planning
- Editing
- Documentation
- Reports
- Shipping

Email, reminders, SMS, chat, calendar invites
Thunderbird, Gmail, IRC, Slack
BlueJeans video, Zoom, Hangouts, mobile phone
Hootsuite, Buffer, Sprout, social media platforms
Spreadsheets, calendar, Waffle.io, Trello
Trello, Google Docs
Google Docs, Libre Office, GitHub
Mojo, Google Docs, email
Spreadsheets, Drupal, Adobe analytics
Red Hat's shipping tools: Xcarrier

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# How I get stuff done with Waffle.io

# So many tools!

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# A variety of tasks...and the tools to get the job done

- Order SWAG                  Planet Logo
- Handwritten thank you notes      Pen and thank-you cards
- Hosting meet-ups            Meetup.com, EventBright, email, Google Docs
- Travel and travel planning      Mobile phone, travel websites, Google, Yelp, Lyft
- Expense reports             Concur expenses, Expensify
- Public speaking             Voice, presentation software
- Presentation preparation       Research, presentation software (Libre Office, Google slides), people for feedback

- Drupal administration        Drupal
- Sprint management          JIRA, Trello, email
- Website testing & QA         Drupal, JIRA, website test environments

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# Pro tips

- Use the right tools
- Use tools that make you productive to GSD

# Your most valuable asset

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# Questions & contact details

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Slides:
https://github.com/jhibbets/presentations

Book: http://theopensourcecity.com

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