

Creating a Sustainable Volunteer Game Development Community

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About

Justin Chin
Assistant Producer at Gamevil



What this talk can help you do

Support teams

Increase retention

Grow your teams



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What this isn't

Trying to get unpaid labor to make a commercial game

(This was for a charity)



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Acknowledging Outside Support

- Games For Love, Access to their Board and Advisors
- Games for Love, HR person
- Modeled after HomeTeam GameDev



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Mission Statement

Games for Love is a 501(c)(3) Charity dedicated to easing suffering, saving lives, and creating sustainable futures for children.

Our Part in Games For Love



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How It Started

Me

Using Free Stuff

Free Stuff We Used for Remote Teams

Unity Team Version Control



Trello

Google Docs



Google Docs



Google Suite - Free for Non-Profits
<https://www.google.com/nonprofits/>

Discord

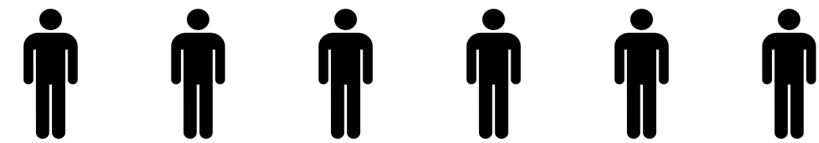
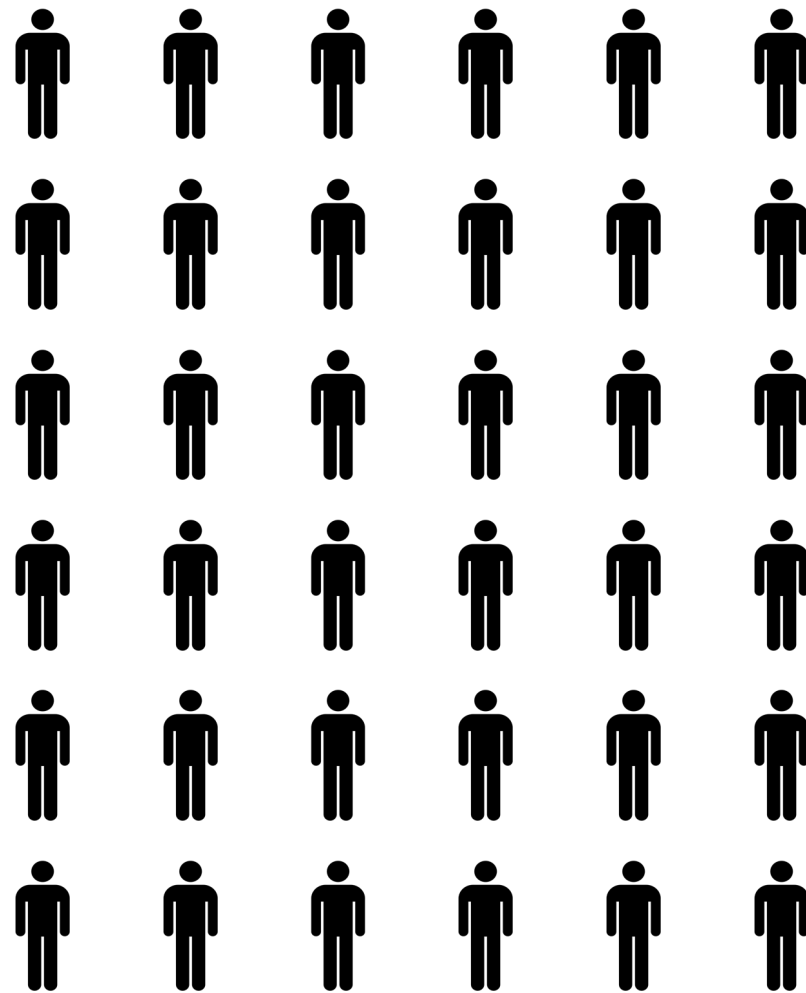


Initial problem

People signed up but didn't do anything

???

2 Months



Solution 1: New Onboarding

Google form



Structured Discord



Met with applicant during on boarding (Same)



Form with Two Kinds of Questions

Contribution

Direction

Solution 2: Messaging

Marketing material that--->
conveys the benefits



The poster features a dark blue background with a stylized Earth in the center, framed by two large white diagonal lines forming a triangle. At the top center is the logo for 'IT INTERNS INT'L', which consists of a circular arrangement of vertical bars of varying heights. Below the Earth, the text 'GAMES FOR LOVE' is prominently displayed in a bold, white, sans-serif font, with 'FOR' in a smaller size. Underneath this, 'INTERNS INTERNATIONAL PROGRAM' is written in a smaller, white, sans-serif font. To the left of the main title is a small icon of a hand holding a game controller. Below the title, there are three columns of text, each with a heading in a light blue font. The first column is 'MEMBERSHIP DETAILS', the second is 'EARNED OPPORTUNITIES', and the third is 'IMPACT-DRIVEN PROGRAM'. At the bottom, there is a dark blue banner with the text 'TO APPLY' in small white letters, followed by the URL 'http://GamesforLove.org/intern' in a larger white font. To the right of the URL is a large white double arrow pointing left.

IT
INTERNS INT'L

GAMES FOR LOVE
INTERNS INTERNATIONAL PROGRAM

MEMBERSHIP DETAILS

- Apply to Join Internship
- 100% Remote-based Internship
- F-1 Visa Programs available (OPT & CPT)
- Become a member of a world-class community

WHAT WE OFFER

- Real World Experience within Teams
- Mentorship from Industry Professionals
- Experience with industry standard tools
- Shipped Projects on iOS, Google, Steam, Console, VR
- Opportunities to improve your portfolio & interview stories
- Networking opportunities

EARNED OPPORTUNITIES

- Letters of recommendation
- Volunteer Recognition and Award Program
- Resume & Portfolio Review
- Team Leadership and Coaching
- One on One Mentoring in your field
- Intros to Lead Gaming & Tech Organizations

IMPACT-DRIVEN PROGRAM

- Use your skills to make a difference
- See your impact in the lives of kids
- Change the world doing what you love!

TO APPLY
<http://GamesforLove.org/intern>



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Clear Benefits from Remote Internship

Earned Through Participation:

- Resume & Portfolio Review
- Letters of Recommendation
- Recognition and Award Programs
- One-on-One Professional Mentorship
- Leadership Opportunity
- Industry Tools Demonstrated in Portfolio
- Team Networking

Solution 3: Creating those benefits

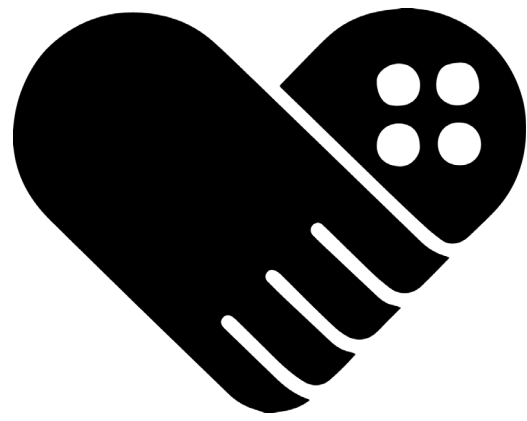
Publishing on



Partnerships

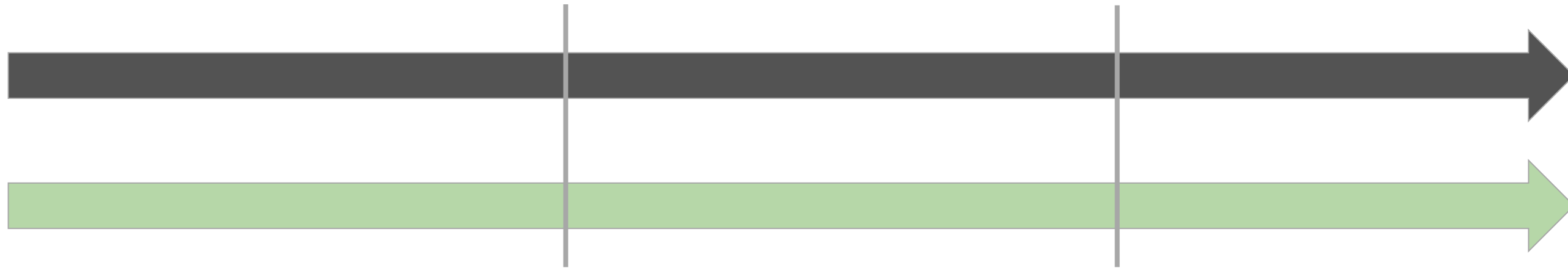


Creating the process framework for contributors



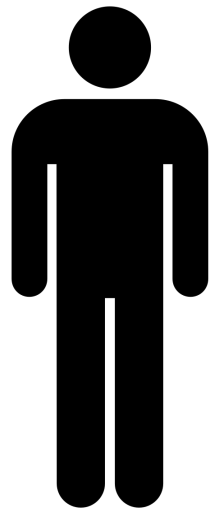
Direction

Benefits



Contribution

Direction



Solution 4: Building A Relationship

Relationships: The real reason people stay and continue to stay

Regular Connecting with Team Members - Individually

Time

Regular Connecting with Team Members - Individually

Note: Full-time for 5 months

One-on-ones and sitting in on meetings

Team morale and blockers

Helping people achieve their goals

Doing the little extra

Examples of follow through

Earned Through Participation:

- Resume & Portfolio Review
- Letters of Recommendation
- Recognition and Award Programs
- One-on-One Professional Mentorship
- Leadership Opportunity
- Industry Tools Demonstrated in Portfolio
- Team Networking

Connecting with Team Members

Non-work social/play events open to everyone



GAMES^{FOR}LOVE

INTRNS INT'L & LEAGUE OF PROS

GAME TOGETHER MINGLE

W E D N E S D A Y

DECEMBER 18TH, 2019

12 PM PST

OPEN TO EVERYONE

**MEET & MINGLE WITH THE TEAMS WORKING
ON GAMES! NO WORK TALK ALLOWED!**



INTRNS INT'L



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Feedback and Transparency = Retention & Growth

Inviting feedback

Working out issues together

Building trust to improve speed

Appreciating people's contributions



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Situations where feedback happened

People were disoriented when they joined

People needed help setting up related software

I nurtured leads who in turn nurtured members

Support at the Team Level

Protecting people from big changes in direction

Supporting the Culture

Protecting environment so everyone can perform at their best



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Ending Summary

Building - Benefits & Framework

Retaining - Relationships

Supporting - 100% commitment to goals

Growing - Feedback and Transparency


Games for Love Checkin

Impact

Started: 2019 | Interns to date: 250 | Interns graduated: 75 | Interns now professionals in Games or Tech: 30+ | 20k hours volunteering | 500+ volunteers

Recent & Current Community Game Projects

- 1. Fantasy Darts (iOS, Google Play)
- 2. Battle For the Kingdom (Steam)
- 3. Shield, Spell, Sword (Alexa Skill)



Shield Spell Sword

by Games For Love

Rated: Guidance Suggested

★★★★★ 8


Free to Enable

"Alexa, open shield spell sword."

"Start over."

"How much hp do I have?"


Shown in: English (US) [See all supported languages](#)

STORE COMMUNITY ABOUT SUPPORT

Your Store [New & Noteworthy](#) [Categories](#) [Points Shop](#) [News](#) [Labs](#)

All Games > Strategy Games > Battle for the Kingdom

Battle for the Kingdom



Community Hub

Top down card based medieval strategy game about map control.

ALL REVIEWS: No user reviews

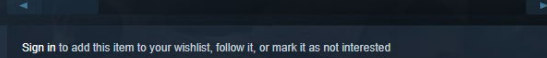
RELEASE DATE: May 30, 2020

DEVELOPER: League of Pros


PUBLISHER: Games for Love

Popular user-defined tags for this product:

Casual Strategy Adventure Early Access




Sign in to add this item to your wishlist, follow it, or mark it as not interested



Fantasy dArts

[iOS App Store](#) | [Free](#) | [Games For Love](#) | [Games, Casual](#)



Fantasy dArts

Throw darts in a fantasy world

Price

In-App Purchase

Launched

Store Categories

Free

No

Dec 27, 2019

[Games](#) | [Games > Casual](#) | [Games > Sports](#)

Volunteer Awards (Hubs by Modzilla)





VOLUNTEER AWARDS



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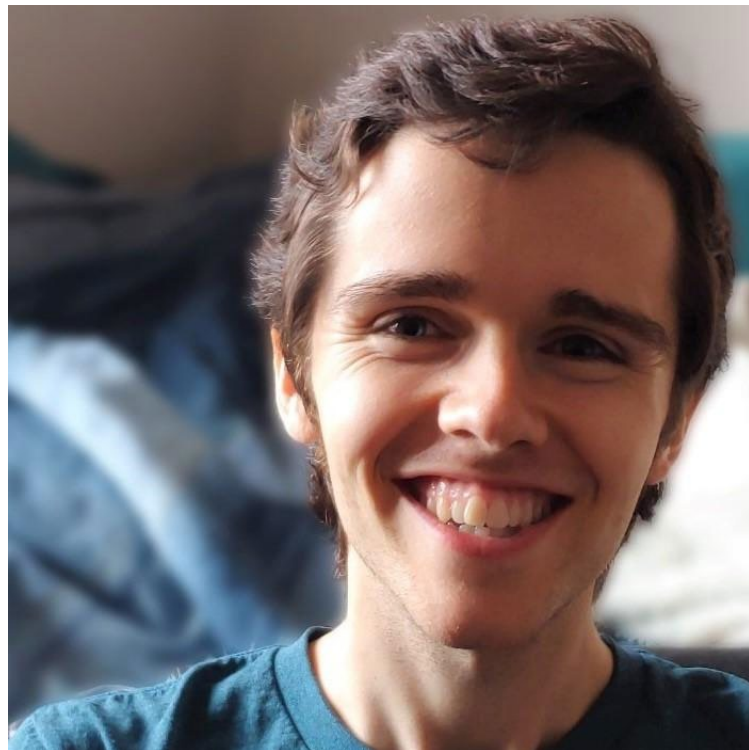
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Ethan Andrew

Team lead on Battle for the Kingdom

Narrative Designer
Satan Is My Motor
Dreams of Darkness
Candle Knight



Alec Weesner

Composer
Battle for the Kingdom and dARts

Five Heroes: The King's Army
Neko Ghost Jump



Erick Silvera
Video Editing for Fantasy dARts

Sound Designer at MoonRift Entertainment



James Powell
Composer & Sound Designer for Fantasy dARts

Technical Sound Designer, Hexany Audio



Adam Weesner

Battle for the Kingdom
Lead for Fantasy dARts

Programmer
Bad Dream Games
Burgos Games



Michael Richards
UX/UI Designer
Battle for the Kingdom

Designer
Prominentt Games

Thank you!

Email: jchingames@gmail.com

Twitter: @jchingames

LinkedIn: JChinGames

Games for Love

<http://gamesforlove.com/>

QA?