GDC

Creating a Sustainable Volunteer Game Development Community

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About

Justin Chin
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What this talk can help you do

Support teams

Increase retention

Grow your teams

What this isn’t

Trying to get unpaid labor to make a commercial game

(This was for a charity)

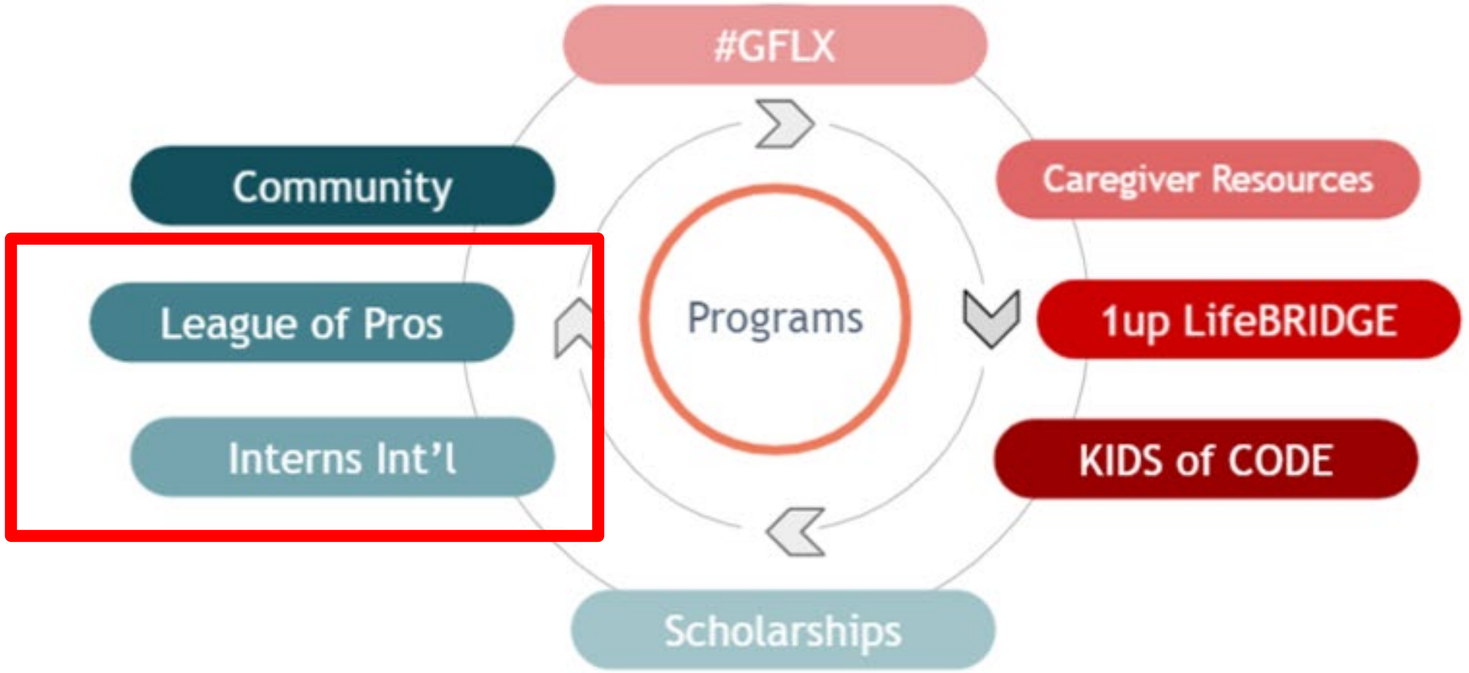
Acknowledging Outside Support

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

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



How It Started

Me

Using Free Stuff

Free Stuff We Used for Remote Teams

Unity Team Version Control

Trello

Google Docs

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

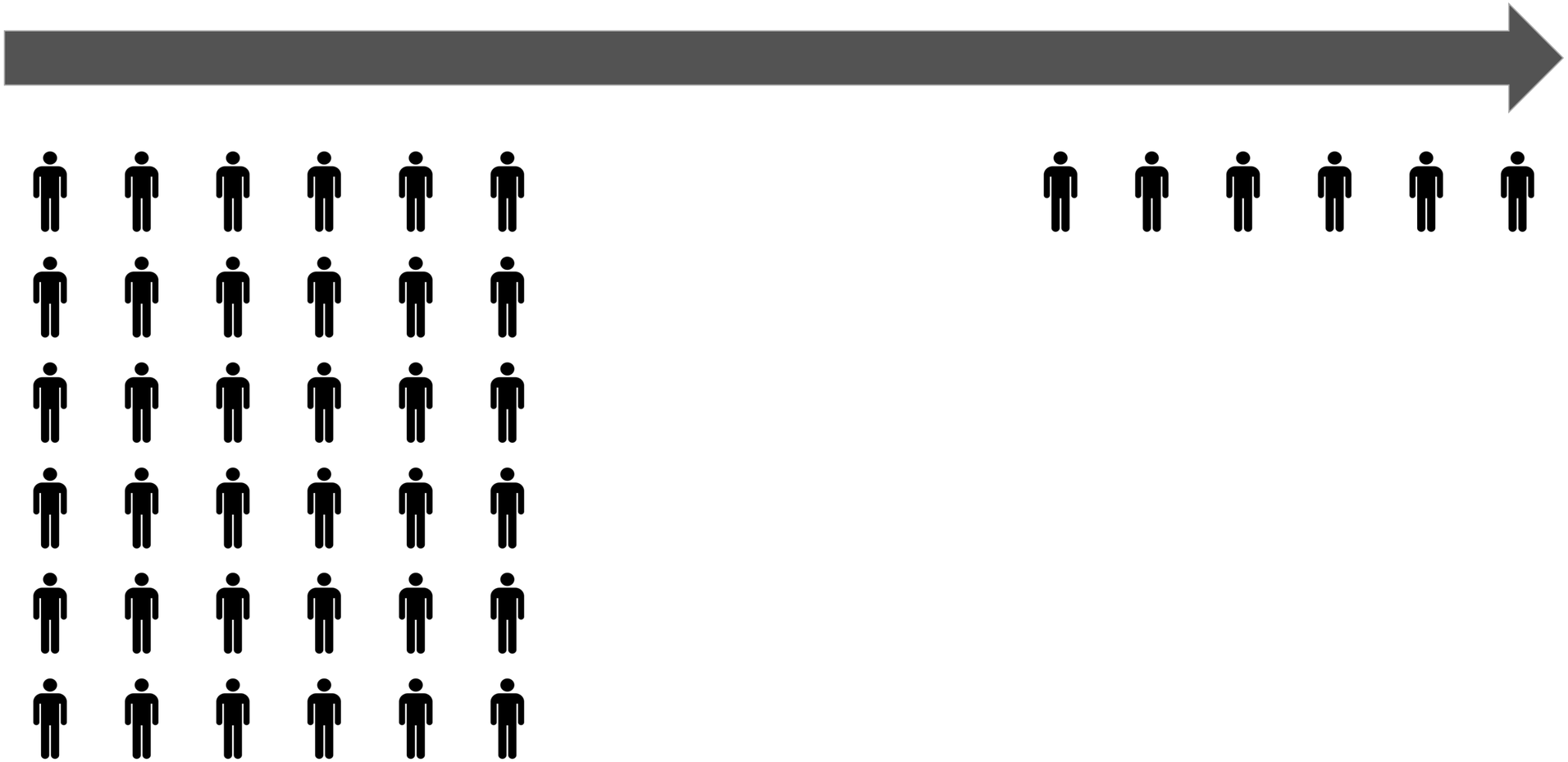
Discord

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

Clear Benefits from Remote Internship

Earned Through Participation:

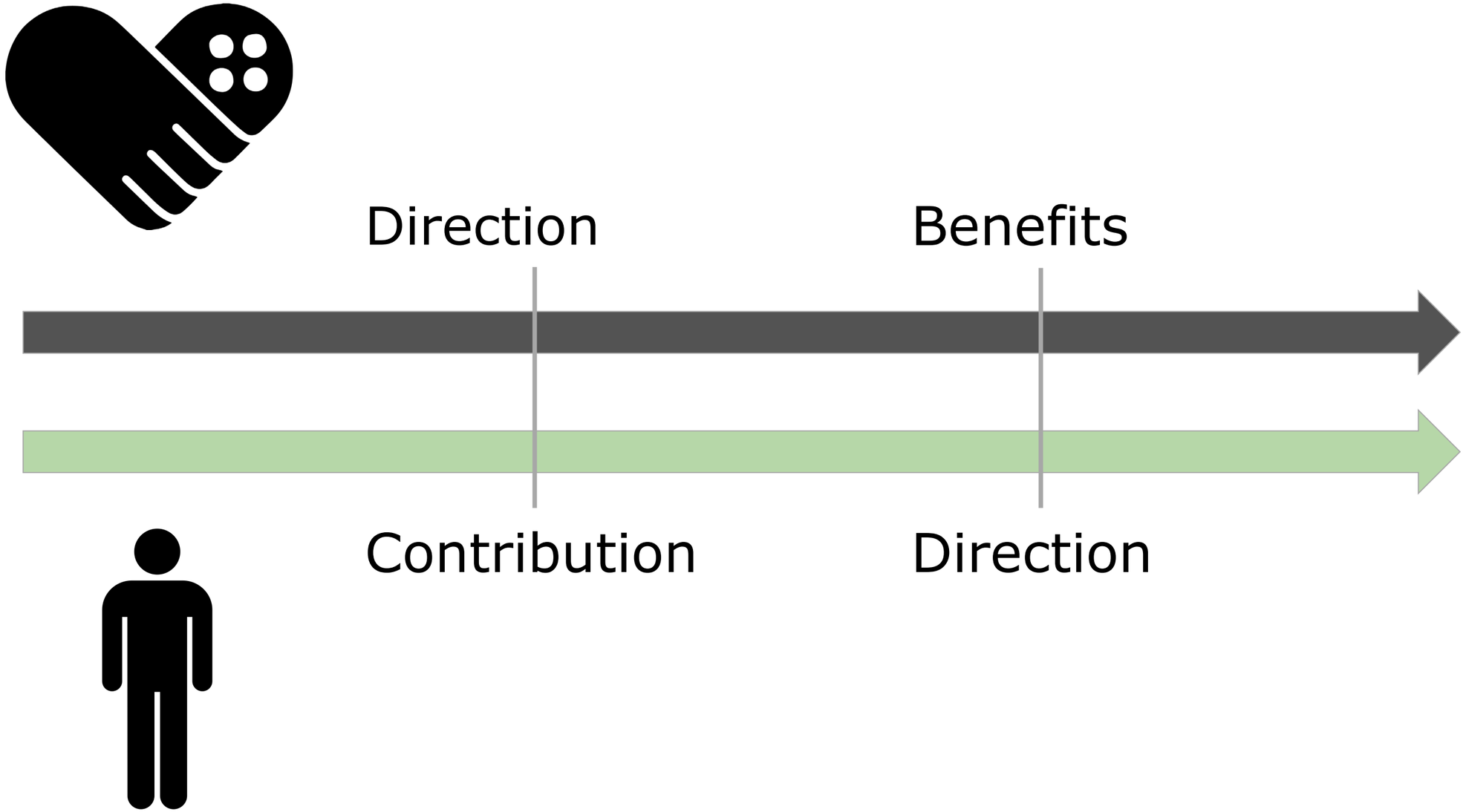
— Resume & Portfolio Review
— Letters of Recommendation
— Recognition and Award Programs
— One-on-One Professional Mentorship
— Leadership Opportunity
— Industry Tools Demonstrated in Portfolio
— Team Networking

Solution 3: Creating those benefits

Publishing on

Partnerships skillz

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
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Connecting with Team Members
Non-work social/play events open to everyone

Feedback and Transparency = Retention & Growth

Inviting feedback

Working out issues together

Building trust to improve speed

Appreciating people’s contributions

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

Ending Summary

Building - Benefits & Framework

Retaining - Relationships

Supporting - 100% commitment to goals

Growing - Feedback and Transparency

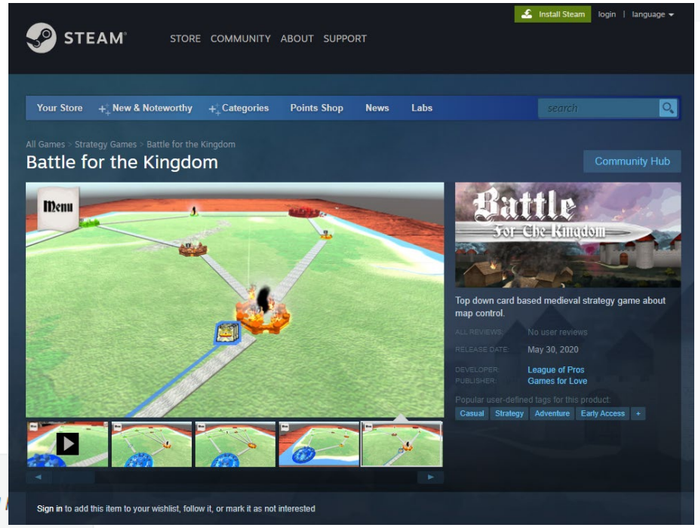
Games for Love Checkin

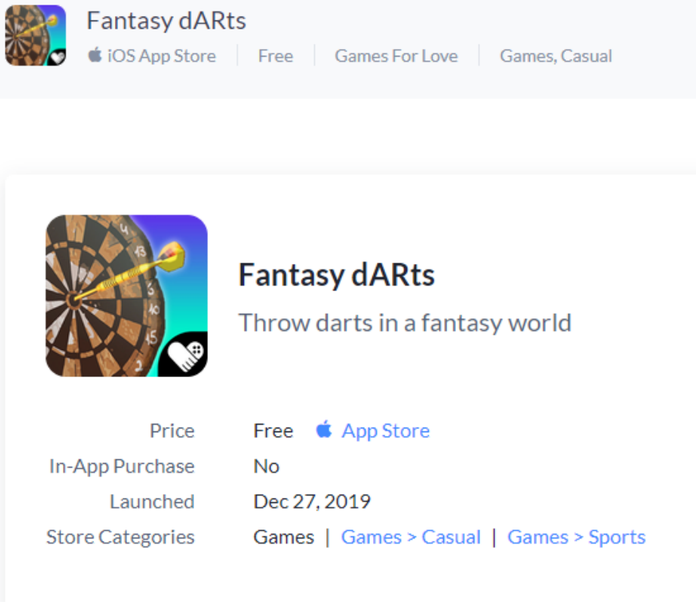
Impact
Started: 2019 | Interns to date: 250 | Interns graduated: 75 | Interns now professionals in Games or Tech: 30+ | 20k hours volunteering | 500+ volunteers

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
Shown in: English (US) | See all supported languages



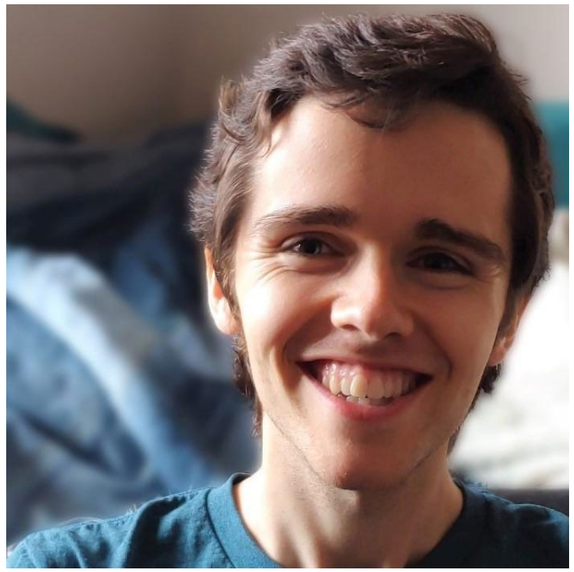


Volunteer Awards (Hubs by Modzilla)

GAMES FOR LOVE
VOLUNTEER AWARDS
VOLUNTEER AWARD
GDC AWARDS
VOLUNTEER AWARD
OPERATIONS
VOLUNTEER AWARD
DARTS PROJECT
VOLUNTEER AWARD
LEADERSHIP

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!

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Games for Love
http://gamesforlove.com/

QA?