

Proposal: Meetups Bounty #43 top-up & changes

Changelog

After the community discussion and the strong similarity between the Meetups Bounty campaigns and Events Bounty Roots, we came to the conclusion that it's better to merge those two initiatives so that the ecosystem gets more value. Meetups Bounty will be onboarded to help with the Roots initiative to onboard more community members and promote Polkadot across the globe. Besides this, both bounties will continue their work as they were supposed to.

Summary

Greetings, Polkadot fam. We are requesting the top-up of our Meetups Bounty #43. We would also like to implement what we learned in the first half-year of our existence. Small meetups strengthen the Polkadot ecosystem and help spread awareness. With a low budget, these meetups can make a significant impact by bringing people together to learn, connect, and grow the Polkadot community—especially in areas that aren't yet that active. This additional funding will help us reach more regions and support organizers in sharing knowledge about Polkadot. Besides that, we are proposing a few changes to the bounty, such as changes in rewards for meetup organizers and curators.

We also took time as curators to go through the [Bounty Compliance Standards](#) that Tommi recently proposed. We will be updating our public documents and working on better reporting to achieve even deeper transparency.

Useful bounty links:

- [Public Notion Page](#)
- [Twitter page](#)
- [Bounty on Subsquare](#)
- [Public Telegram chat](#)

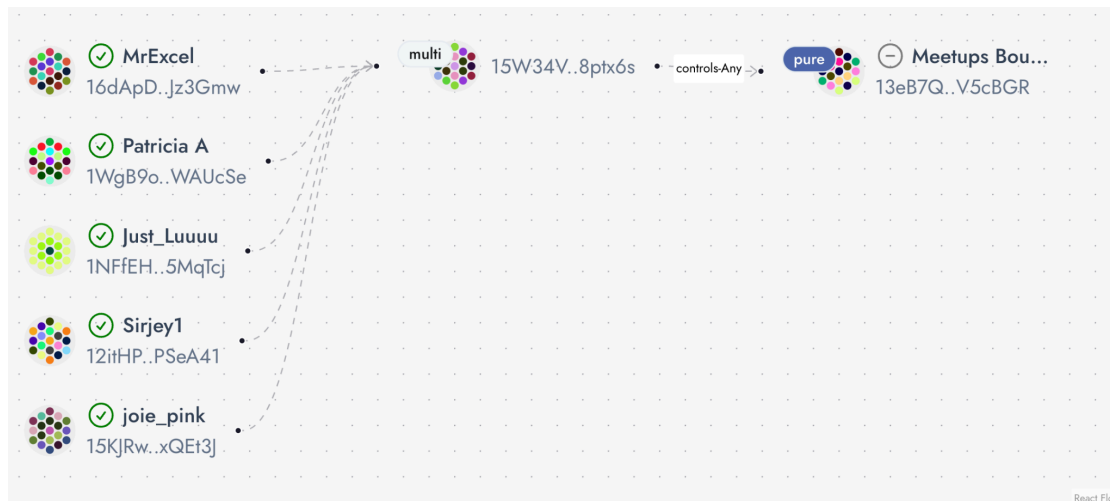
The beginning of Meetups Bounty was full of adventures and struggles. You can read about the first six months of the bounty on [Polkadot Forum](#). We can consider these months as testing months for the bounty. Besides this forum post, you can read our first [report](#).

Team (Curators)

We have five curators who are currently dedicated to continue working on the bounty and getting involved even deeper. Each curator is from a different region, which helps to cover different parts of the world.

- [Joy](#) (North America): Post-grad in Blockchain Development; Rust/Substrate developer; Polkadot enthusiast; part-time professor teaching ink! and Substrate.

- [Just_Luuuu](#) (Europe): Active ecosystem member involved in various projects. She organized many Polkadot events and smaller meetups in previous years. Works with the Koda team to bring more art to the ecosystem.
- [MrExcel](#) (South America): IT consultant with more than 10 years of experience, Senior Ambassador, polkadot community event organizer since 2021.
- [Patricia](#) (Asia): Active contributor for Polkadot in Southeast Asia, focused on educational programs, events, and partnerships. She previously worked in Parity as APAC Community Manager.
- [Sirjey](#): (Africa): Experienced Polkadot contributor for about 3 years, Member of the Polkadot Anti Scam Team, Host of the first event in Northern Nigeria and several meetups in Nigeria.



Roles of curators

All curators will continue with the **event curation**. Each curation consists of connecting with the organizer, collecting and adding all documentation to our Google Drive, reviewing all documentation, updating the public page, and creating and awarding child bounty. In this top-up proposal, we will add **campaigns**. All campaigns focused on reaching new event organizers in countries where events didn't happen before, or any other campaigns created by meetups bounty will require the whole team to collaborate. Tasks will be divided by the bounty coordinator.

- Bounty coordinator - managing team, reviewing submissions, splitting tasks, reviewing work, taking care that documentation is up to date, planning calls, making sure reports are submitted and meetups are getting funded. The coordinator will review if meetups are properly curated. Another task will be initiating planning for the campaigns, splitting tasks, and making sure everything is up to plan. (Just_Luuuu)
- Communication and public presentation (Sirjay, Patricia)
 - Social Media - promoting and amplifying meetup events on Meetups Bounty's official X account. This includes creating engaging posts, highlighting event

- takeaways, sharing insights from organizers and/or attendees, encouraging participation, managing public channels,
 - Bounty Improvement - webpage creation, simplifying processes, selection of service providers, managing application process
- Document management - properly keeping our document folder on Google Drive with all of the meetup events' photos, videos, invoices, and any other documents we need.
 - Monthly reports - preparing monthly reports, collecting data from other curators, and publishing them for the community to review, regular evaluation of the kind of meetups that happened (and didn't happen due to proposal rejection) in the past month, including reviewing organizers. (Joy)
 - Quarter reports - preparing quarterly reports. (team)
 - Fund tracking - managing financial tracking, ensuring accurate accounting of the expenses and budgets allocated for meetups, and providing the community regular updates on financials to keep everything transparent and within budget guidelines. Tracking rewards paid to curators, organizers, meetups, and services in a table month by month. (Mr. Excel)
- Any other roles that will need to be covered will be decided by Bounty coordinator

Rules between curators

1. **Verified On-Chain Identity** - All curators are required to maintain a verified on-chain identity for the entire duration of their role. This verification ensures transparency and accountability in their actions, reinforcing trust within the community. The on-chain identity must remain active and visible.
2. **Restriction on Self-Signed Payments** - Curators are prohibited from authorizing payments for work they themselves have carried out, except in cases where they are claiming their official curator compensation. This rule is in place to avoid potential conflicts of interest and uphold the integrity of the bounty's financial processes.
3. **Submission Rules for Curator-Led Meetups** - If curators wish to submit their own meetups for funding through the bounty program, they are only eligible for reimbursement of actual, verifiable costs. Curators may not receive additional rewards for these submissions beyond documented expenses. If they assist with organizing a meetup, this involvement must be fully disclosed in their monthly reports to maintain transparency.
4. **Conflict of Interest and Issue Reporting** - Curators must publicly declare any conflicts of interest they encounter during their term and transparently document these declarations. If curators observe any misconduct, misappropriation, or actions undermining the effective and ethical operation of the bounty, they are obligated to report these issues to the community or designated oversight body. This ensures accountability and preserves the integrity of the bounty program.
5. **Community Feedback** - A formal feedback should be implemented to allow community members to provide input on curators' performance and meetups. This could involve surveys or posting on discussion forums. The feedback collected would be used to evaluate curators and make adjustments to the bounty program as needed.

6. **Conflict Resolution Protocol** - In cases of reported issues, conflicts of interest, or disputes within the curator team or with the community, a clear conflict resolution process should be in place. This protocol would outline how curators should report issues, who to escalate them to, and potential corrective actions.
7. **Curator Replacement Process** - In cases where a curator is found to be non-compliant, consistently inactive, or in breach of any rules, a replacement process should be defined. This could include a temporary suspension or permanent removal from the curator role, with replacements nominated and approved by the community or a designated oversight committee.
8. **Regular Performance Reviews** - All curators must participate in bi-monthly performance reviews. During these reviews, they should report their activities, demonstrate alignment with program goals, and showcase the impact of the meetups they helped to curate. This evaluation helps ensure that curators are actively contributing and aligning with the community's objectives.
9. **Documentation and Transparency in Financial Reporting** - Curators are required to maintain detailed records of all transactions, reimbursements, and expenditures related to the Meetups bounty. These records should be accessible to the community and submitted with a monthly financial report that covers all payments made under the bounty, ensuring transparent tracking of funds.
10. **Public Accountability for Curator Compensation** - For curators with compensation for their own work or assistance within meetups, the bounty must provide a full breakdown of their activities and contributions. This breakdown should include hours worked, specific tasks, and a description of added value to the community.

Objectives of Meetups bounty and how it works

Our bounty was created earlier this year. It was proposed on February 28 and became active on March 24, 2024.

The bounty's **goal** is to fund active community members who want to organize meetups and small events. The purpose and goals of these meetups may vary, but we aim to support events that bring value to the Polkadot ecosystem. These events can focus on education, community building, collaboration, or take a hands-on approach with workshops. Organizers have creative freedom in designing their concepts. With this top-up, we aim to fund even more events and start actively promoting the bounty to reach new audiences. Campaigns that we are considering to attract new organizers and reach even more regions are mentioned under Campaigns below.

We will continue to measure the success of the bounty by the number of events organized, the number of regions/countries reached, attendance, and the impact of events, which will be measured individually per event.

Who can apply?

Anyone who is interested in organizing a Polkadot meetup can apply. Applicants should already be established within the community and have a proven track record of activities and contributions.

Conditions and payments

We only expect a few things from applicants. Each person must have a verified on-chain identity and a history of activity within the Polkadot ecosystem, which could include social media engagement, connections with others in the community, or work on specific projects. Complete documentation for the event is also required. This includes vendor invoices, photos and videos showing all items requested for funding, and relevant event links.

Since we focus on funding events retroactively, applicants must submit their event within 30 days of it happening. If submitted after 30 days, the event will likely be rejected. In rare cases, we may pre-fund events if all curators agree, but applicants are still required to follow the same guidelines as everyone else.

All conditions, goals, rules, reasons for rejection, and other details on how to apply will be updated and made available on our [Notion page](#).

The cap for meetups is, and will remain, a maximum of \$1,000 per event, plus a reward (up to 300 USD). We are introducing a new reward, which the curator determines. This reward will be calculated based on the event itself and the overall curation process. Smaller events can also qualify for a higher reward if the curator decides. Factors influencing this reward include the event's impact, quality of documentation, communication with the organizer, and the organizer's experience and history of activity. Each person will be reviewed individually, and the reward amount may vary, where some cases might not receive a reward at all.

Plan: Campaigns

We are considering launching various campaigns to attract new event organizers, especially in regions that are not yet active. These campaigns may have slightly different conditions and application processes. Many countries and regions don't have active meetup organizers, and we would like to change that. We will need to do outreach and find individuals that have the skills to organize something.

Another campaign could focus on people who have successfully received funding and organized high-quality meetups. For those who have proven themselves, we may simplify the funding process. We're also considering incentives for organizing events on specific topics, such as onboarding to Polkadot Pay once it's launched.

If the proposal gets approved, the first month will be focused on reviewing applications that are currently on hold (not enough funds), updating documents, and discussing services and

integrating smaller changes to bounty. Campaigns will start in 2025, and our progress will be documented in reports or forum posts.

Impact of Meetups Bounty

In the first round of funding, we received 49 meetup submissions, from which 29 were accepted and awarded. We covered 19 countries. More about these numbers can be found in our [first report](#).



These meetups are important because they bring people together, allowing both newcomers and experienced users to share knowledge and ideas. They help to build a strong, supportive community around Polkadot by giving people a chance to learn from each other and meet in person. Thanks to these events, developers, creators, and enthusiasts can connect, discuss new ideas, and build relationships. We strongly believe that they can help build collaborations and stronger connections, even friendships.

Budget

We are requesting **63 000 DOT**, which is equivalent to 240k USD based on the EMA7 of 11/04 at 0 hours, according to https://polkadot.subscan.io/tools/price_converter.

Through this amount, we will cover our main expenses for event payments and rewards for organizers. Payment to bounty curators for their work and additional services (website costs, document storage costs, or application subscriptions that can improve user experience). We

added an extra 1000 USD per month for these services - but this is a max cap that must be documented by invoices, too.

Below is an example of the spending we plan to use on this bounty.

Item	Monthly Amount	Total amount (12 months)	Explanation
Bounties	13 500 USD	162 000 USD	Estimated based on an increase in applications and a 10 to 30% reward to organizers.
Salaries	5 500 USD	66 000 USD	Estimating 25 hours of work per month per curator. 40 USD/hour and 30 hours per Month 50 USD/hour for Bounty Coordinator..
Additional Services	max cap 1000 USD	12 000 USD	All kinds of Services to improve Bounty Quality and UX
Total	20 000 USD	240 000 USD	

The spending plan and any changes will be documented in reports.

Salaries for curators

Based on what we experienced in the previous phase of the bounty, it is not possible to continue with an equivalent payment of 10% of the budget since the payment is too low for the work that means communicating daily, coordinating as a team, reporting, attending meetings and curating events, due to this we estimate an effort of 25 hours per month per curator, paying 40 USD per hour for the curator, and an effort of 30 hours per month, paying 50 USD per hour in the case of bounty coordinator. Therefore, each of the four curators will receive 1000 USD per month for this phase. For the person who holds the position of bounty coordinator, the payment will be 1,500 USD because his or her workload is greater than that of the curators.

If more hours need to be covered per month, the curator's salary will be capped at a max of 1500 USD per curator and 2000 USD for the bounty coordinator. These extra hours must be agreed upon before, properly reported, and confirmed by the bounty coordinator.

Limitations

- Funding limitations: With a cap on funds, only smaller events can be funded by this bounty.

- Documentation: Organizers are required to submit detailed documentation and proof of their events, which may discourage some community members from applying, especially in regions with fewer resources.
- Regional Challenges: In some areas, organizers might face various difficulties (not a strong representative is available, there is a low interest in Polkadot, and we also had an event organizer who had to postpone the event because of war conflict).
- Limited Outreach: Despite our planned campaigns, it may be hard to reach all underrepresented regions, limiting the spread of Polkadot to specific communities.

Problems we can encounter (or we encountered before)

- People submitting fake documents - solved by sharing knowledge, better reviewing, and connecting with vendors
- Managing rejections - some individuals handle rejection harder
- Setting clear expectations - ensuring that all applicants fully understand the requirements, documentation standards, and funding process can be challenging, leading to incomplete submissions or misunderstandings.
- High application volumes - many people applying, making it harder for new applicants to access funds. There might be delays.

Last few words



We are excited to see how our bounty can help grow Polkadot communities. Feel free to drop your feedback, suggestions, or ideas on how we can improve the bounty. We believe that these smaller meetups across the world can help build better communities and motivate people to get more involved with the Polkadot ecosystem.