

# Polkadot Moderation Team Bounty Proposal

**Description:** A proposal for the Polkadot Moderation Team Bounty, aimed to continue providing an incentive to authorized Polkadot Moderators for their round-the-clock contribution and support to the communities.

**Category:** Community Well-being

**Proponent:** Polkadot Moderation Team

**Beneficiary:**

13UVJyLnbVp9RBZYFwHYxa8eRNp4fdda3zTNHF9RnfBBAnbv (Bounty Account)

**Requested allocation:** \$167,520 (82,118 DOT at EMA-7 of \$2.04/DOT)

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## 1.0 Context

The Community Moderation Team is a group of active members of the Polkadot and Kusama communities. The team originated as unpaid volunteers, during which they were occasionally tipped by the Kusama treasury. Later on, the team was funded by [bounty 14](#) on Kusama, after which we migrated to [bounty 24](#) on Polkadot.

Community Moderators provide a dedicated daily service, actively monitoring new member joinings to ensure the community is protected from fraudsters. They guide users with first-line direction and support while promptly identifying and regulating or banning obvious scammers to maintain a safe environment for all.

Currently, the team moderates several of the official Polkadot and Kusama servers, along with the Official Polkadot Reddit channel. The list of channels and servers moderated can be found [here](#). Additionally, as an extension of their tasks, some of the moderators also moderate the official [Polkadot Telegram](#) - full list of moderators and their platforms [here](#).

The Moderation Team comprises individuals with a significant level of involvement in the ecosystem. This ensures that they are able to keep abreast of recent advancements in the ecosystem and can effectively assist the community as needed.

The team comprises [8 members](#) who will be paid according to [this table](#).

Each month, moderators will peer review each other with a [Google form](#). We will keep a transparency database using [Google spreadsheets](#).

## 2.0 Problem

Official channels require round-the-clock monitoring for inappropriate activities, dispute resolution, and general community support/direction. Constant oversight is necessary to prevent and promptly address inappropriate behavior or content, effectively maintaining the community's integrity and minimizing the potential for disruptive actions.

The tenets of the Polkadot community also emphasize the need for efficient dispute-resolution mechanisms, which are essential to maintaining harmonious interactions among members. Promptly and fairly settling disagreements reinforces mutual respect and fosters positive collaboration within the community.

Also, members need guidance and support in navigating our ecosystem, including understanding Polkadot's features, current developments, and future plans.

This highlights the pivotal role of Community Moderators not merely as a necessity, but as a significant factor in sustaining our community's growth and maintaining its smooth operation.

## 3.0 Proposal

### 3.1 Tasks

We propose a proposal of the Moderation Team bounty (Bounty 24) to continue rewarding Community Moderators for their dedication toward ensuring a healthy community.

**The duties of these moderators are to:**

- Monitor the channels for inappropriate activities, remove inappropriate posts, and ban users who don't adhere to the rules and standards of the server.
- Resolve disputes among community members.
- Ensure that discussions are in line with the rules and guidelines of the community.
- Guide and support community members in navigating the ecosystem.
- Steer user queries to the appropriate server channels.
- Answer users' questions when possible in a professional and respectful manner.
- Provide users with resource links and references in support of answers provided.
- Direct users to official support channels when issues cannot be easily addressed.
- Work to increase event attendance by reminding the community about upcoming events prior to the event.
- Assist the Head Moderator in administrative activities.

The tasks above are general and are performed by all moderators, regardless of rank

**Moderator-Curators:**

- Perform the tasks of a Moderator.
- Assist the Head Moderator in administrative activities.
- Review assessment scores and award child bounties.
- Documenting rewards.

**Head Moderator:**

- Performs the tasks of a Moderator.
- Maintains and protects the overall well-being of the team.
- Helps solve disputes within the team.
- Recruits and evaluates the membership of the Moderation Team.
- Leads the Moderation Team to fulfill its responsibilities.
- Fosters an environment of information sharing within the team.
- Provides team members with judgments on matters of uncertainty.

**Community Operations Moderator:**

- Performs the tasks of a Moderator.
- Assist the Head Moderator in administrative activities.
- Helps maintain and update the Discord server structure and permissions to ensure smooth operation.
- Supports community communication through occasional announcements.
- Hosts community polls and feedback initiatives at the discretion of W3F.

**3.2 Prerequisites for becoming a participant**

To qualify, participants must:

- Be a Moderator in any of the official community chat platforms:  
Polkadot Official Discord server, Polkadot Official Telegram

channel, Kusama Official Discord server, official Polkadot and Kusama channels on Element.io, and Reddit with the subreddits r/dot, r/Polkadot, r/Kusama, or the Polkadot Forum.

- Have an on-chain identity. It can be pseudonymous and unverified. The identity must have been set up at least 2 months before participation to minimize the chances of a Sybil attack.
- Retain the aforementioned identity for the entire duration of their participation.

### 3.3 Current team members

The list of the current team members can be found below:

| Discord                     | Role      | Polkadot address                                             | Most active time range (UTC)                                                              |
|-----------------------------|-----------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| <a href="#">abdulbee</a>    | Moderator | 15cZn8K1DaE7qi<br>BWK6mGFJMK<br>YKjFrALTVwe5u<br>rpD9PzKSsPY | 4:00–6:00<br>16:00–18:00                                                                  |
| <a href="#">arc_alibaba</a> | Moderator | 1xrieLzJDMvbpj<br>d3ndVJyRdoeFf<br>XuiYDpUDyzhv8<br>7yupkqU  | 9:00-22:00                                                                                |
| <a href="#">cappex</a>      | Moderator | 12dR4JYh1iPkaJ<br>XLSTbqz9iUpm<br>6diRces6wJ6S<br>AjkhnwixN  | 6:00 - 10:00<br>12:00 - 15:00<br>20:00 - 21:00<br>also weekend but<br>difficult to define |

|                                |                                      |                                                              |                                                                                |
|--------------------------------|--------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------|
|                                |                                      |                                                              | the time                                                                       |
| <a href="#">frankywild</a>     | Moderator                            | 13YWynHAu8F8<br>uKZFbQwvPgJ6<br>7xizvo21HCEQU<br>3Ke8z1XHoyT | 13:00–22:00                                                                    |
| <a href="#">gr33nhatt3r</a>    | Moderator                            | 14wDEEnVKZDX<br>VXq2arAmkf1Q<br>mnTcwN4fzNJR<br>FoM77YvFxa8T | 10:00–22:00<br>7 days a week                                                   |
| <a href="#">timjanssen1989</a> | Head<br>Moderator                    | 1pHpxvp2CYscD<br>reozYQdBkJkUk<br>LFQftxQTAWMs<br>5M1a6GRBf  | 6:00–15:00<br>16:00–18:00<br>Unavailable on<br>Tuesday and<br>Thursday evening |
| <a href="#">tramymisa</a>      | Community<br>Operations<br>Moderator | 13dLY5aynbYDC<br>y1DxQYQGjd4yy<br>5uSeVtA4pLdR7<br>SrcxZyvT1 | 07:00–12:00<br>on weekdays,<br>weekends<br>flexible/full<br>availability       |
| <a href="#">Oxpasta</a>        | Moderator                            | 14tcZ9ibPGdM<br>wb7XXE4QChg<br>VuJU1xXTvDFpV<br>3E1HpMajbBsH | 02:00–10:00<br>7 days a week                                                   |

The list of members can also be found in the team's [dashboard](#).

### 4.3 Server and Channel Metrics

To ensure accountability, effectiveness, and continuous improvement, the Moderation Team actively monitors a set of qualitative and quantitative user metrics across the channels under its responsibility. These metrics include, but are not limited to, new member join rates, volume of moderation actions (e.g., warnings, removals, bans), scam or spam incidents detected and mitigated. Where possible, platform-native analytics and moderation logs are used to track activity levels and trends over time. These insights help the team assess workload distribution, identify emerging risks or recurring issues, and adjust moderation strategies accordingly. Collectively, these metrics support data-informed decision-making, fair reward allocation via peer assessment, and transparent reporting on the value delivered by the Moderation Team to the Polkadot ecosystem.

**[Polkadot Official Discord server](#)**

**[Kusama Official Discord server](#)**

**[Polkadot Forum](#)**

**[Reddit channels](#)**

**[Telegram channels](#)**

**[Element channels](#)**

These include:

- **Direction channel for [Polkadot](#) and [Kusama](#)**
- **Watercooler Element channels for [Polkadot](#) and [Kusama](#)**
- **Validator channels for Polkadot and Kusama**

Although these channels are usually bridged to Discord, most moderation activities (such as banning users or deleting rule-breaking messages) cannot be done on the Discord side of the bridge.

Additionally, both sides of the bridge occasionally go out of sync.

Therefore, some moderators have moderation access on the Element side of the bridge as well, allowing them to carry out these actions when needed.

## 5.0 Evaluation

Evaluation is done using a blind peer review system. Each moderator is assigned at least 3 evaluators who will perform evaluations based on the criteria below:

### **Moderator**

- Contributes to Administrative activities
- Moderation activities satisfactory (i.e., answers questions in a professional manner, is respectful to the community, effectively resolves disputes, etc.)
- Respectful to fellow Moderators
- Active on a regular basis

### **Curator + Moderator:**

- Contributes to Administrative activities
- Moderation activities satisfactory (i.e., answers questions in a professional manner, is respectful to the community, effectively resolves disputes, etc.)
- Respectful to fellow Moderators
- Active on a regular basis
- Curatorial activities satisfactorily

### **Grading system:**

Each of these criteria is scored from -1 to +1 as shown below:

- 1 = Excellent
- 0 = Satisfactory
- 1 = Needs improvement

The overall rating for each moderator is derived from the sum of their evaluators' ratings.

- A rating of  $\geq 0$  indicates satisfactory or excellent performance. In such cases, a 100% payment should be made.
- If the rating falls between  $< 0$  and  $> -2$ , improvements are needed, and the reward will be 70%.
- However, if the rating is  $\leq -2$ , the reward is reduced to 50%.

If a team member is experiencing extenuating circumstances, they can abstain from the Assessment (and incentive).

### **Evaluation process**

As stated earlier, evaluation will be performed with [Google forms](#) and we will post a transparency using [Google spreadsheets](#).

The Head Moderator will assign each moderator their assessments privately via DM. Each moderator is expected to fill out an assessment form for the moderators they will be assessing.

If a moderator is assigned to assess the Head Moderator for that month, the curators will inform the respective moderators, who are then required to fill out a separate Head assessment form.

## 6.0 Budget

The budget below is calculated based on a total of 120 hours of work per week for the whole moderation team (3 full-time jobs). Some moderators will spend some more time on extra tasks, and hence get paid more hours. The budget is for moderating Discord, Telegram, Reddit, the Polkadot Forum, and Element.

### 6.1 General rates

|                                       | Hourly | Hours per week | Monthly (rounded) | Annual   |
|---------------------------------------|--------|----------------|-------------------|----------|
| <b>Head Moderator</b>                 | \$20   | 23             | \$2,000           | \$24,000 |
| <b>Community Operations Moderator</b> | \$20   | 23             | \$2,000           | \$24,000 |
| <b>Community Moderator</b>            | \$20   | 19             | \$1,650           | \$19,800 |
| <b>Server Boosts*</b>                 | -      | -              | \$60              | \$720    |

\* 14 Discord server boosts to maintain booster level 3 for custom vanity URL: discord.gg/polkadot

Payment structure for the moderators can be found in the table below:

| <b>Discord</b>                  | <b>Moderator on platform(s)</b> | <b>DOT Address</b>                                           | <b>Monthly reward (\$)</b> |
|---------------------------------|---------------------------------|--------------------------------------------------------------|----------------------------|
| <a href="#"><u>abdulbee</u></a> | Discord, Polkadot Forum         | 15cZn8K1DαE7qiBW<br>K6mGFJMKYKjFrAL<br>TVwe5urpD9PzKSs<br>PY | \$1,650                    |

|                                       |                                                            |                                                              |         |
|---------------------------------------|------------------------------------------------------------|--------------------------------------------------------------|---------|
| <a href="#"><u>arc_alibaba</u></a>    | Main Telegram moderator; Polkadot Forum                    | 1xrieLzJDMvbpjd3n<br>dVJyRdoeFfXuiYDp<br>UDyzhv87yupkqU      | \$1,650 |
| <a href="#"><u>cappex</u></a>         | Manages Twitter community; Discord, Telegram, Element      | 12dR4JYh1iPkaJXL<br>STbqz9iUpm6diRces<br>6wJ6SAjkhmnwixN     | \$1,650 |
| <a href="#"><u>frankywild</u></a>     | Discord, Polkadot Forum, Telegram, Element                 | 13YWynHAu8F8uKZ<br>FbQwvPgJ67xizvo2<br>1HCEQU3Ke8z1XHo<br>yT | \$1,650 |
| <a href="#"><u>gr33nhatt3r</u></a>    | Main Reddit moderator; Discord, Polkadot Forum             | 14wDEEnVKZDXVXq<br>2arAmkf1QmnTcwN<br>4fzNJRFoM77YvFxa<br>8T | \$1,650 |
| <a href="#"><u>timjanssen1989</u></a> | Head Moderator; Discord, Telegram, Element                 | 1249Qsh72ZcXFjLE<br>DKAp879SfmFpzQ<br>Mqb1qQKcfkdZgqbt<br>3a | \$2,000 |
| <a href="#"><u>tramymisa</u></a>      | Community Operations Moderator; Discord, Telegram, Element | 13dLY5aynbYDCy1D<br>xQYQGjd4yy5uSeVt<br>A4pLdR7SrcxZyvT1     | \$2,000 |
| <a href="#"><u>Oxpasta</u></a>        | Discord, Telegram                                          | 14tcZ9ibPGdMwb7X<br>XE4QChgVuJU1xXTv<br>DFpV3E1HpMajbBs<br>H | \$1,650 |
| <a href="#"><u>Tools</u></a>          | Discord Server boost                                       | -                                                            | \$60    |

|               |           |
|---------------|-----------|
| Monthly Total | \$13,960  |
| Annual Total  | \$167,520 |

## 6.2 Budget (USD)

We are requesting a 12-month budget of \$167,520 (82,118 DOT at EMA-7 of \$2.04/DOT) to cover the period from February 2026 to January 2027. The conversion to DOT will be done before opening a referendum for the proposal, using the latest EMA-7 rate.

## 7.0 Payment condition

Moderators' monthly rewards depend on fulfilling their expected roles in the official channels. The fulfillment of their roles is objectively determined by their peer assessment ratings.

## 8.0 Curators

The curator account is a  $\frac{2}{3}$  multi-signature pure proxy account. The curators of this bounty will be [tramymisa](#), [abdulbee](#) and [gr33nhatt3r](#).

## 9.0 Success criteria

The primary success criteria depend on how effectively the moderators contribute to keeping the communities clean, pruning violators, and ensuring adherence to the rules and guidelines.

Our success criteria will be met if we perform all our duties in a timely manner.

## 10.0 Known constraints

The major constraint involves managing time slots and moderator activities: It can be challenging to determine which moderators are actively performing moderation activities within their chosen time slots, especially during periods when there are fewer activities in some channels.

Moreover, not all activities involve direct communication with the community members. For instance, tasks like banning or pruning bad actors, reviewing discussions to ensure compliance with the community's rules and guidelines, handling administrative activities such as internal discussions on recruitments, and resolving community disputes or suggesting improvements are equally important and part of the activities but harder to track.

Therefore, time slots are intended to represent periods when moderators anticipate being most available to carry out their activities. The evaluation of whether the moderators are effectively performing their duties or not relies more on the results achieved rather than focusing solely on the availability during the chosen time slots.

## 11.0 Reporting

All rewards will be documented in the [master base](#), and a summary of total monthly spends will be published on Polkasassembly.

## 12.0 Communication strategy

Our primary communication channels for updating the progress of the bounty will be the Polkadot direction channel and Polkasassembly.

## 13.0 Q/A

### **Q: How does one join the moderation team?**

Members of the moderation team possess elevated access and carry significant responsibility. To ensure broader safety, each candidate undergoes a fair and reasonable review process.

It is worth noting that, like many other organizations, onboarding is subject to staffing availability. The staffing numbers are proposed by and agreed upon by a simple majority voice vote of the team.

Interested candidates may apply in writing to the Head Moderator. To be considered, they must meet the following criteria:

- Have actively participated in the community chat forum for no less than 30 days and contributed no fewer than 300 messages.
- Know and consistently follow the rules and guidelines of the community chat platforms, which are specified [here](#) and [here](#).
- Possess basic knowledge of the Polkadot and Kusama ecosystems.
- Demonstrate initiative and communication skills to help and direct others in a respectful manner.

Providing that there is capacity within the team, the candidate would undergo a trial period of 4 weeks. During this time, other members of the team would observe the progress of the candidate. If possible, team members would provide assistance to the candidate, and if deemed necessary, report any infractions to the Head Moderator

If there is no capacity, the Head Moderator would note the interest and later inform the candidate of any availability.

After the trial period, the candidate would be added by a simple majority voice vote of the current moderation team.

**Q: Are there any guidelines regarding what it takes to remain in the team?**

Members of the moderation team may be liable for dismissal under the following grounds:

**Inactivity** - Under this scenario, the member has not shown any activity in 4 weeks. The Head Moderator would engage with the member to determine whether temporary leave should be applied or if the incident should lead to dismissal.

**Consistent display of inaccurate guidance** - Members are expected to respond to users with accurate guidance. In the event that they are unsure, they should indicate such and escalate to others who may be in a better position to help. The team may recommend training or further reading, and if there is no improvement, dismissal may be considered.

**Abuse of privileges** - Accusations of members abusing privileges would be investigated in a closed setting, allowing the member to provide evidence or a statement of the events. If the member is deemed guilty of the offence, immediate dismissal will occur.

**Poor peer reviews** - Consistently poor peer reviews (i.e., reviews of  $\leq -2$ ) or prolonged absence will lead to probation and possible dismissal from the team.