

Building Research Software Communities: How to increase engagement in your community

Day 2: Collaborative notes

[Day 1 Collaborative notes document](#)

Zoom details

Topic: Building research software communities workshop - Day 1/2

Time: Day 2: Thursday 18th March 2021 08:30 AM (09:00 start) - 11:00 AM

Join Zoom Meeting:

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Code of Conduct

This workshop will be run under the [SORSE Code of Conduct](#).

Agenda: Day 2 - Thursday 18th March 2021: 09:00 - 11:00 UTC

09:00	SORSE Welcome and Intro <i>Louise Brown, University of Nottingham</i> Day 2 workshop introduction, day 1 recap, <i>Jeremy Cohen, Imperial College London</i>
09:10	Community Champions - discussion session <i>Lou Woodley, CSCCE</i>
09:50	Break
10:00	Community sustainability <i>Toby Hodges & Serah Rono, The Carpentries</i>
10:55	Workshop wrap-up - next steps, ongoing collaboration, links, etc. <i>Michelle Barker, ReSA</i>

Community champions

Community Engagement Fundamentals: Community champions - a meta-mode in the CSCCE Community Participation Model

General info and resources

Presenter: Lou Woodley / @LouWoodley / Director, Center for Scientific Collaboration and Community Engagement

Contact info: louwoodley@cscce.org / info@cscce.org

Relevant resources

- Today we're exploring the fifth mode of member engagement from the **CSCCE Community Participation Model** which is described in this guidebook: <http://doi.org/10.5281/zenodo.3997802>
- Resource page about community champions programs: [Community champions programs - CSCCE](#)
 - Including Advocacy Ninjas report on champions program:

More about CSCCE

- CSCCE website: <https://www.cscce.org/>
- CSCCE's monthly newsletter: [Newsletter Archives - CSCCE](#)
- Request to join CSCCE's Slack: [Join the CSCCE community on Slack!](#)
- Pre-register for the next Scientific Community Engagement Fundamentals course:

Main room discussion

Question prompt: CHAMPION MODE: Do community champions contribute to your community's activities?

Do you have a formal community champions (ambassador/ maintainer etc) program? Or do you have informal champions that you support in a less structured way?

- *E.g. CSCCE currently doesn't have a formal champions program but we've created scaffolding to support champions who lead special interest groups (e.g. a folder of template materials), recruit new members (e.g. a one-pager about the community) and we have also created a new sustainability task force to help guide our future direction.*
- INCF has working groups; working group chairs could be seen as potential champions

- Connie Clare (4TU.ResearchData) - We do not have champions (yet) as such, but we have three working groups which already comprise very active 'natural' emergent leaders who I think may already identify as 'champions'. Plan to establish a more official programme as organising WG, events, creating content is already time intensive. Plus giving these individuals more visibility and recognition would be awesome :D +1
- FAIR4RS: we are starting to plan a champions program that will probably run next year.
- ISCN Our coordinator positions sounds like champions. These positions are the backbone of all our activities so it's a bit fuzzy what is champion member vis internal leadership/operations.
- Cambridge RSE, just (re)starting the community. Now I have the language to identify champions I'll be looking out for them.
- The Carpentries - Champions program, community facilitators, Trainer leaders, various Committee Leads, Regional coordinators, lesson maintainers, lesson advisory groups
- GAP: no formal champions program; a typical champion profile is someone who is an enthusiastic GAP user (competent practitioner) in a maths department, who combines understanding where and how to find things in GAP with following good practices in using software in their research. We also have more formal GAP Support group and GAP Council.
- Zedif/MSJC: We do have one "coordinator", but that is staff - so no champions
- de-RSE: We do not have champions.
- UoN RSN - don't have champions - not sure we're that formal a group but probably a small handful of people who participate more than others
- Your comment
- N8 CIR: No formal champions program, but some champions: ReproHack (sponsored by SSI Fellowship), WHPC chapter. Also, more formally: Theme Leads (Digital Health, Digital Humanities so far) -> not RSE (except my role)
- Nordic-RSE: no. I just realized, we don't have any "formal" champions and never really discuss this matter! Something to change; for instance to engage with new members from countries we do not have on-board. But we have some very dedicated members so they should probably be "recognized" as champions.
- Imperial Research Software Community - we don't have a formal champion role but we have a number of people who have decided to lead groups on particular areas of interest (e.g. creating and running new Slack channels that have become sub-communities). We also have a community committee, the members (all volunteers) are also undertaking a champion-like role.
- My community is just starting but I'd like it to evolve into champion mode and to develop a champion programme
- Reading: We are just starting out but champions will be essential in moving forward and growing I think. We do have a key group of more involved staff and students so it should be a natural progression into a champions role in the future I think
- Emergent leaders in our working groups seems a little hit and miss at the moment - we have one great leader in one, but reluctance for folk to step up in the other - often depends on the dynamics of the group
- Your comment

- Your comment
- Your comment
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Discussion prompts

Question prompt: If you have (or might think about supporting) champions in your community. How might they be helping you to meet the community's overall goals?

Are champions helping to MAINTAIN the community, GROW the community, or EVOLVE the community? Add your examples and ideas in the corresponding section.

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Your comment
- Your comment

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- Your comment
- Your comment

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*
- Your comment
- Your comment

Room 1

Present

-
- Jamie Quinn, UCL
- Chris Edsall, University of Cambridge
- Maria Broadbridge, University of Reading
- Malin Sandström, INCF (and CSCCE + Nordic-RSE member)

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*

- INCF: Working groups create tools and documentation, tutorials. Committees of community members help develop strategy and steer activities in different areas. Community representatives make up the Governing Board.
- Reading: We are starting out but aiming to recruit champions early on as I think they will be vital in maintaining and growing the community.

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- INCF: recruitment and growth is mainly a staff responsibility, but we rely on our community members to represent us and draw people's attention
- Reading: Much the same as my comment for maintain, it seems that champions are vital for both.

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*
- Reading: Recruiting champions early might give a different perspective/ dimension in shaping the group's direction.
- INCF: committee members and governing body members all are community members; the help formulate and drive INCF strategy and activities

Room 2

Present

- Conn O'Rourke
- Maria Cruz
- Connie Clare
- Michelle Barker
- Georgina Rae

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Your comment
- Your comment

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*

- Your comment
- Your comment

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*
- Your comment
- Your comment

Room 3

Present

- Add your names / communities
- Kathryn Unsworth, ARDC
- Peter Hill
- Robert Rosca, Photon and Neutron Science
- Kathe Todd-Brown International soil carbon network
- Toby Hodges, The Carpentries

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Toby: leadership roles within the community (e.g. serving on Executive Council, CoC Committee), Instructor Trainers help us onboard new Instructors, and lesson Maintainers help maintain/improve the quality of our lessons (see Serah's answers in Room 7 too!)
- Kathe/ISCN: Coordinators maintain the website products
- Your comment

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- Toby: Trainers are training new Instructors to grow the community, Regional Coordinators coordinate growth in specific regions, organise events for the regional community (see Serah's answers in Room 7 too!)
- Kathe/ISCN: Coordinators run workshops, and produce data
- Your comment

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*

- Toby: Lesson Developers are creating new lessons to expand our relevance into new domains, Instructors/local Champions help to establish regional and domain-specific communities (see Serah's answers in Room 7 too!)
- Kathryn: Our working groups are really new, so not a lot of evolution at this stage
- Kathe/ISCN: Coordinators participate in regular leadership meetings

Room 4

Present

- Frank Löffler: de-RSE (RSEs in Germany) & jeRSE: RSEs local to Jena (town in Germany)
- Katerina Michalickova (Teaching Fellow at Imperial College/HPC user support and training)
- Dan Brady (Research Technician at University of Reading)
- Sara El-Gebali (MDC-Berlin)//OpenCIDER
- Jean-Noël Grad (Research Software Engineer, ICP Stuttgart)

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Co-writing & reviewing position documents
- Organizing and Running community meetings
- Your comment

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- Advertise within their "other circles"
- Promote at staff and student meetings
- Organize RSE seminars with RSE actors from the institution and external RSE actors (e.g. the monthly SIGDIUS seminar in Stuttgart)
- Specific to academia: bring together multiple institutes of the university who employ RSE actors with limited tenure (PhD students, Post-docs) to do specific routine tasks (e.g. maintenance of software developed in-house) into a university-wide RSE community where they can show their work and possibly transfer knowledge or collaborate on RSE projects

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*
- Collect feedback from different groups
- Your comment

Room 5

Present

- Jarno Rantaharju, Nordic RSE and Aalto SciComp
-

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Your comment
- Your comment

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- They could organize local chapters and meetings
- Your comment

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*
- Your comment
- Your comment

Room 6

Present

- Tom Couch - UCL
- Tom Honeyman - Australian Research Data Commons
- Louise Brown, University of Nottingham Research Software Network
- Florian Thiery - deRSE, RGZM
- Alexander Konovalov - University of St Andrews

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Your comment
- Knowledge base curation

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- Your comment
- Your comment

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*
- Your comment
- Your comment

Room 7

Present

- Serah Rono
- Anne Fouilloux
- Marion
- Jeremy Cohen

Question responses

MAINTAIN

- *E.g. creating documentation, serving on CoC committee*
- Anne: weekly meeting organisers
- Marion: theme leads (RSEs, researchers)
- Jeremy: committee that prepares newsletters, helps to organise events
- Serah: lesson maintainers, CoC committee, trainers, instructors and regional coordinators, feedback facilitators

GROW

- *E.g. recruiting new members, leading working groups or special interest groups in relevant areas of focus*
- Jeremy: several leaders of special interest groups that have grown naturally out of the core community
- Serah: mentoring programs, carpentries incubator for developing new lessons
- Your comment

EVOLVE

- *E.g. serving in an advisory role on a task force, giving feedback via surveys, focus groups.*

- Marion: proactive community members who step up i.e. to lead / organise reprohacks,
- Serah: EC, lesson advisory groups
- Anne: members who are trying to get funding, or to register formally the Nordic-RSE association, etc.

Your questions / comments

Additional resources

Please share links to other resources plus 1 - 2 sentences of additional context

Examples of community champions programs

- (MAINTAIN) Carpentries Community Facilitator Program:
<https://carpentries.org/blog/2020/09/introducing-community-facilitators-program/>
- (GROW) Crossref Champions Program:
<https://www.crossref.org/community/our-ambassadors/>
- (EVOLVE) eLife Ambassadors Program:
<https://elifesciences.org/inside-elifesciences/263fa4d1/elifesciences-ambassadors-a-celebration-of-the-second-cohort>

Community Sustainability

Speaker introductions and ice breaker

- Serah Njambi Rono (she/her) - Director of Community Development and Engagement, [The Carpentries](#) - GitHub: [serahrono](#) | Twitter: [@serahrono](#)
- Toby Hodges (he/him) - Curriculum Community Developer, [The Carpentries](#) - GitHub: [tobyhodges](#) | Twitter: [@tbyhdgs](#)

(3 min - :03 - Toby) Q1. **Which communities do you admire and why?**

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- The Carpentries :) because it is inclusive and attends to the needs of the Community. +1+1
- RLadies because they are so so welcoming and easy to get involved with, have lots of expertise to share +1+1
- UK RSE, massive growth, but the trustee election process and “understudy” process ensures some continuity
- UK RSE for having a strong long-term vision (and achieving it)
- The Galaxy Community because of their ability to mentor and provide one-to-one support for on-boarding new members
- UK-RSE: very active community (thinking of the Slack channels here for example)
- CSCCE because it's good at enabling multiple ways to engage, eg if you're not in the slack then the weekly newsletter highlights some of the slack discussions+1
- BCSWomen - it does a great job of encouraging and supporting women in IT/computing careers
- Carpentries, SSI (Fellows+), UK RSE - welcoming, helping, responsive, friendly, inclusive, diverse, ...
- CSCCE very welcoming community, multiple ways to engage
- The RSE community (UK RSE Slack, UK RSE conference, Society of RSE, SORSE, etc.), because it is open and friendly, with lots of possibilities to get engaged, and a very active interaction (slack channels to help each other with questions etc.)
- SSI - focused objective, promotion of champions (perhaps built around champions?)
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- Carpentries Trainers - passion for the way that research computing skills are taught
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- Wikipedia - mostly successful at balancing openness and standards
- The Carpentries community for the work on Code of Conduct and importance of having an inclusive and diverse community.
- Brainhack community; inclusive, inventive, open
- OHBM community (overlaps w Brainhack)

- FORCE11; broad and inclusive community w both researchers and librarians, open science advocates, lots of interesting efforts
- Linux.conf.au, week long annual conf allows building significant links. Community led, not commercial
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- The Turing Way, because they are super organised, inclusive and welcoming on top of being effective and great communicators +1
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Defining community sustainability

(10 min - :13 - Serah) Q2. **What does community sustainability mean to you?**

- Steady / growing flow of newcomers, people losing interest in the project leaving the community
- Mentorship program (lowering the bus factor)
- Agreeing on a code of conduct (abuses may happen, better be prepared)
- Community can continuously address the common needs of its members
- Passing knowledge and skills to new members; encouraging members to be long term contributors; collegiality and cooperation; evolving with the needs of members and changing environment
- Turnover of members, onboarding and offboarding, growth, development and evolvment over time, that the community is self-perpetuating and self-sustaining
- The existence of processes, values, activities that ensure the long term existence of the community in a way that recognises the importance of shared vision, shared effort and community health i.e. not burning out members or leadership
- Community lasts when founders move on
- Not bound to one person or group
- Exists as long as the need is there with passion and drive to solve the issues
- Keeping people active, making sure they have an advantage for being active
- Making sure new people feel welcome and receive active on-boarding
- A committed kernel of core community, a longer term vision, and the processes to look back and refresh that core, and forwards to work towards that vision. Governance mechanisms
- Energy to carry out tasks is equal to the energy input to task at a community level.
- Community is not defined by a single individual.

- That the community remains active and doesn't fizzle out to a group of people in name only
- It can survive even if some leaders/champions/core members leave
- Processes are independent from individuals
- Able to continue current activities with current resources indefinitely
- Community sustainability requires communities able to grow and to change; to adapt to changing circumstances without losing their "soul" or focus
- When a community can live on with emergent leaders (leaders should move on and new members should take leadership), When it is stable and people know where to find it and how to get involved.
- New members coming in and some members leaving without impacting the community
- The power of why?
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- Onboarding and "outboarding" exists
- Bus factor >> 5
- -Written out rules and norms, not much "hidden" processes newcomers are not aware of
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For this session, we will define community sustainability as **the ability for a community, online or offline, to continue serving value to its incoming and existing members over time.**

Some important questions to reflect on as you think about community sustainability:

- is there a clear set of goals to guide community involvement?
- does community strategy adapt to evolving needs?
- how are new members integrated into the community?
- how do you keep existing members engaged over time?
- how interdependent are community members across activities?
- how is equity defined and upheld across all community interactions?
- are there defined community norms, codes of conduct and clear pathways for conflict resolution?

Participants' experience with sustainable communities

(10 min - :23 - Toby) Q3. **Think about a community or some communities that you have been or you are a part of.**

What brought you into this community?

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- Mutual passion for a topic +1
- Reputation for excellence
- Colleagues recommending a workshop (I think it was a WSSSPE workshop)
- Serves my professional interests/career +1 +1
- I wanted to learn from people who knew more than me +1
- Curiosity +1
- Shared goals

- Opportunities for networking
- Learn new techniques and meet like minded people
- Desire to share knowledge
- Opportunities to apply knowledge +1
- Give back to the community +1
- Interest in the community's topic
- Sense of belonging - a common interest which wasn't found elsewhere
- Tapping into expertise that wasn't easily or readily available in other forums
- Interest in finding like-minded people - who cared about the same topic
- Attracted by a training course offered by the community
- Interest in the domain, lots of activities relevant to my work/research, a friendly community - welcoming, people happy to engage with new community members
- Shared values and goals +1
- Personal interest in developing the goals of the community (or my impression of them)
- Common interests, people who like to talk about the same things, the realisation that I am not alone. Also the feeling that our role is not valued enough, and wanting to change that. +1
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- My job +1
- "I found my tribe!" +1
- Common goals and nice people.
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- Finding peer support
- Discovering new tools and workflows useful to my RSE work
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What keeps you there?

- Physical meetups, regular online events +1+1
- Feeling of belonging +1+1+1+1+1
- Helps me professionally +1 +1 +1 +1+1+1 +1
- Personal pride in contributing to the commons
-
- Feeling valued and being able to make a difference. +1+1+1
- I still believe there are goals that should be developed and that they are shared by some of the community.
- The discussions and insights I wouldn't find elsewhere
- Connection to others +1+1
- Creating a network of value to users and institution
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- Peer support and friendly engagement, bouncing ideas off community members +2
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- Recognition within my field for being part of the community +1
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[Mountain of Engagement](#) & [Contributor Pathways](#) (credit: Mozilla Open Leaders framework)

- How does a potential member first hear about your community?
- How do they first engage?
- How do they first contribute?
- How do they continue contributing after this first time?
- How do they network within the community?
- How do they begin to take on additional responsibility/leadership?

[Mountain of Engagement template created by Mozilla](#) for attendees to work with as you think about the mountain of engagement for your respective communities.

Promoting community sustainability

(15 min - :38 - Serah) Q4. **Thinking again about the community/communities you belong to, what do these communities do to promote sustainability?**

- BCSWomen - we're aware that a lot of the engagement is with the committee. We're in the process of putting together a survey for members to see how we can improve engagement. Results to follow! Engaging members is crucial to bringing forward people to help running the group +1
- Formal processes to ensure continuity... not necessarily sustainability however
-
- We don't, it's a problem. +1 +1 +1
- Support for start-up of local groups (mentoring, financial, e-materials)
- Useful positions with increasingly more responsibility and increasing interaction with the core members. Staggered board positions, from vice-chair to chair. Direct training in leadership activities. +1
- International/national/regional/local groups (i.e., a whole scaffolding for the communities)

- [illegible]

Revisiting challenges

(10 min - :48 - Toby) Q5. **What resources and approaches are available to help address the challenges you identified yesterday?**

Engagement - keeping people engaged / workload issues, time commitment/management for contributors

Incentives - online / in-person present different challenges, gaining institutional recognition for community efforts, planning strategically while relying on voluntary contributions,

Expectations - being realistic about what a community can offer,

Communication - keeping people engaged / informed, choosing a platform, reaching critical mass for useful discussions, accessibility

Participation - will people participate? How long for? Helping potential members recognise whether they belong in the community

You are encouraged to list other resources and tools that you are aware of here. If you are comfortable, please **add your name next to the items you share**, so we know who to credit.

- **Discovery and First Contact**

- [ROpenSci's Contributor Guide](#) contains details about time commitment required against each activity
 - The Guide is designed to [fast-track \(potential\) contributors to the type of engagement they want to make](#).
 - It also details estimated **time commitments** associated with different types of contribution.
- The Carpentries [Help Wanted Page](#)
- [Ten simple rules for helping newcomers become contributors to open projects](#)
- Providing scaffolding to support participation e.g. CSCCE's Slack Quick Start guide: <https://zenodo.org/record/3763730#.YFMvH-YpBpQ> (CC-BY) and "one-pager" of orientation to community activities: <https://zenodo.org/record/4161782#.YFMu6-YpBpQ>
- [Debian: How you can join](#)
- Paula: <https://guide.rldies.org/about/mission/>
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- **Participation, Sustained and Networked Participation**

- The Carpentries [Community Handbook](#)
- peer mentoring
 - [Mentoring Groups — The Carpentries Handbook documentation](#)
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- centering accessibility in designing community resources, interactions, spaces
 - [Prioritising Accessibility in Online Events](#)
 - <https://www.a11yproject.com/checklist/>
 -
- community funds, fellowships, bug sprints
 - HacktoberFest
 - [Python Software Foundation Grants](#)
 - [Frictionless Data Fellowship program](#)
 -
- Pathways for contributors to step back as well as step up - "offboarding" as well as "onboarding"

- [The Carpentries Trainer Alumni status](#) - we are exploring a similar model for other roles within our community
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 - community-informed roadmaps -
 - [Carpentries conversations repository](#)
 -
 - Value and acknowledge all contributions
 - [Carpentries Gratitudes series](#)
 - The [ALL CONTRIBUTORS](#) and [tributors](#) specifications on GitHub
 - [The Galaxy Training Hall of Fame](#)
 -
 -
- **Leadership**
 - designing additional opportunities for community leadership
 - [CSCCE - Ambassadors, Fellows, Champions, and More: What defines success in scientific community champions programs?](#)
 - [CSCCE - Community Champions Programs](#)
 - Tips for working group/special interest group chairs: <https://zenodo.org/record/3763730#.YFMvH-YpBpQ>
 - The Carpentries [Community Facilitators program](#)
 - See also the other examples of Champions Programs shared by Lou Woodley in the previous session
 -
 - community-led governance
 - Governance means very different different things in different spaces, e.g. open source projects, in-person communities
 - [The Governance section of The Carpentries Handbook](#) as an example of the kind of processes/structures/bylaws our community uses.
 - [Python Software Foundation](#) and [Open Source Initiative](#) are governed by elected volunteers
 - [EMBL Bio-IT](#) has [a steering committee](#) formed of members of the community
 - INCF has [community governance](#) on all levels including its Governing Board
 - **Other**
 - A community manager (or multiple) who can dedicate time to coordinating and facilitating community efforts
 - [Community Roundtable - State of Community Management report 2020](#)
 - [CSCCE - Becoming a community manager](#)

Q&A

(7 min - :55 - Serah & Toby) **What questions do you have about community sustainability and the approaches introduced in this session?**

- Is there a minimum size of community that is required to ensure sustainability (this is of course dependent on a number of things but asking as a general rule...)
 - +1 : would be nice to come with a mathematical model :)
 - I would suggest a good mix of people at different levels of your mountain of engagement - remember, community sustainability supersedes the involvement of any one individual (and interdependence of the different community activities is key), so important that all elements work well together to make for a healthy and functional community
- How do you measure community sustainability?
 - the question of metrics is always difficult to approach in a one-fits-all way, but tracking activity (and intensity of) is one way - how many people nominate themselves, apply to be involved, diversity of people involved?
 - think of it as a mix of value generation and community health
- How do you measure the impact of the community?
- Activity level is probably a good measure
 - Some community activities are easier to measure than others, e.g. training sessions, workshop/event attendance, but many are less tangible and accordingly more difficult to quantify. Can you ask for “anecdotal” - stories of connections people have made through the community and ways those have led to further benefits (e.g. grant proposals co-written; better hiring; etc)? One thing I have been very encouraged to see in the last couple years is the increasing frequency with which Carpentries Instructor Certification is explicitly mentioned as a desirable in job adverts - this is a clear indication that what we do is valued in the (slightly) wider world. We are also seeing the organisation being mentioned in grant proposals etc. It is a good idea to collect examples like these as evidence that the community is having impact.
- Is there a good meeting frequency for sustainability?
 - Most sub-communities within The Carpentries meet monthly for an hour-long check-in and that... seems to work? Our whole-community conference takes place every two years, regional “CarpentryConnect” events happen on a relatively ad-hoc basis, but some regional sub-communities have begun to hold more frequent virtual meet-ups.
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- How to identify next leads?
 - Ask your current leads for recommendations; ask them to write a blog post describing what they have done in the role and what benefit(s) they got out of it, so potential applicants/future Champions have a better picture of what they are getting into and can make an informed choice to step up.
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