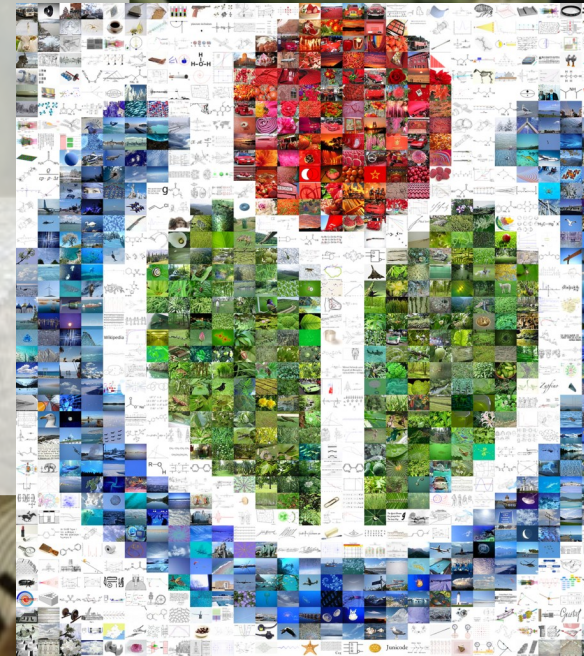


Why Does Wikimedia Need Money When We Have Volunteers? (seriously)

Delphine Ménard
Wikimedia Deutschland



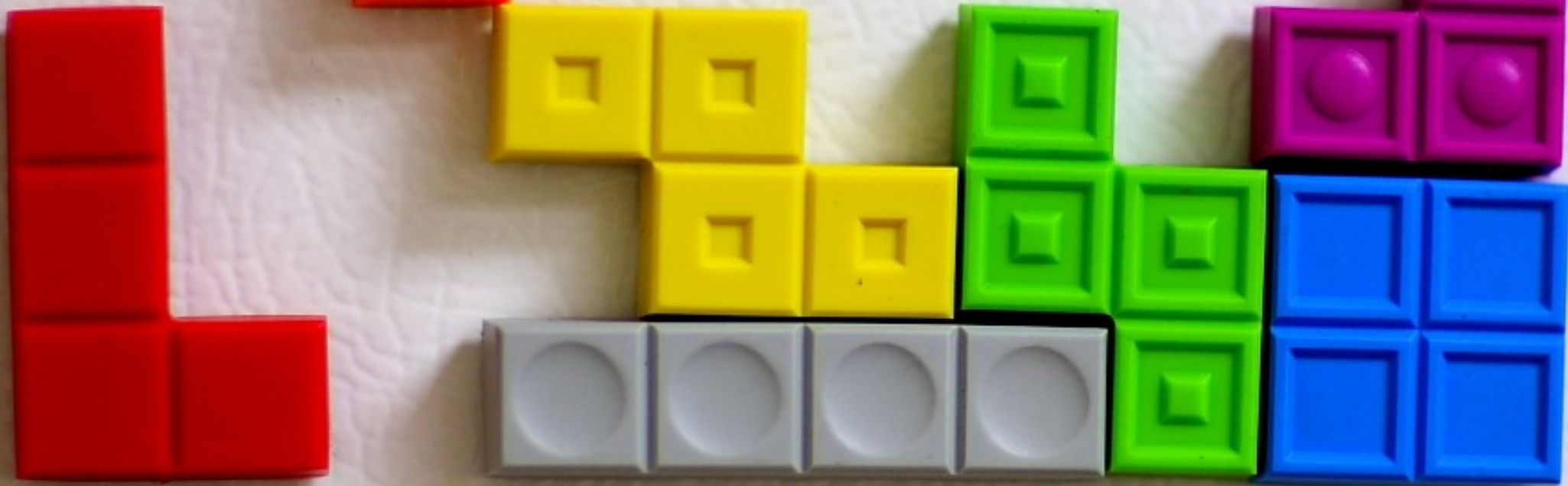
What is a volunteer?

- Skills
- Time
- Motivation



When does a volunteer come into play?

- necessity
- opportunity
(what do they bring to the table?)



Percieved weaknesses

- Unpaid
 - Unsteady amount of time (can disappear), unpredictable skills/needs, focus might be more difficult to achieve, don't know their limits, fleeting commitment
- Paid
 - costs money, available time is limited, focus can be limited, percieved ownership



Percieved strengths

- Unpaid
 - eclectic and unlimited creativity, intrinsic motivation, cost nothing to little, do not count their hours
- Paid
 - you can count (on) their hours, focused skills, selected to fill needs, contractual accountability





Are Wikimedians afraid of money?

Wikimedians and money

- Something of a "bad karma" relationship
- Producing content is not tangible. We don't build wells in the desert, or distribute soup to homeless. The "transition" into the offline world is difficult.
- The only thing we can really invest in is people
- Core volunteer work done "for free": produce content
 - When Wikimedians start working offline, they don't want/know how to be paid, even when it might be necessary.

How does that play out?





Wikipedia:Community-Projektbudget

Förderprogramm

Förderrichtlinien

Antragseinreichung

Bewilligte An

Wikimedia Deutschland – Förderprogramm

Community-Projektbudget

Mit dem **Community-Projektbudget** stellt

Wikimedia Deutschland 250.000 Euro für die Umsetzung von Ideen zur Verfügung, die aus der Wikimedia-Community kommen und dem öffentlichen Wissen nützen, insbesondere die Wikimedia-Projekte zu unterstützen und zu verbessern. Die Fördergelder werden von einem ehrenamtlichen Budgetausschuss vorgeschlagen, der – neben dem Schatzmeister des Vereins – zur Hälfte aus Vereinsmitgliedern und zur Hälfte aus der **Community** gewählt wird.

Aktuelles [Bearbeiten]

Inhaltsverzeichnis [Verbergen]

1 Aktuelles

2 Kurzfassung

2.1 Wozu brauchen wir Dich?

3 Zeitplan der aktuellen Runde

4 Budgetausschuss

4.1 Geschäftsordnung für den Community-Projekt-Budgetausschuss

4.1.1 Interne Organisation

4.1.2 Antragsbearbeitung

4.1.3 Berichterstattung und Evaluation

4.2 Ausschuss-Mitglieder 2012/2013

4.2.1 Community-Vertreter im Budgetausschuss

4.2.2 Vereinsmitglieder im Budgetausschuss

5 Siehe auch

- Grant program (250 000€)
 - Examples of projects
 - Concerns

Content page

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Search

Wikimedia Fellowships

The Wikimedia Foundation Community Fellowships Program offers an opportunity for members of the Wikimedia community, academic researchers, and industry professionals to partner with the Wikimedia Foundation to move [mission](#)-critical projects forward. Fellowship projects are intended to help scale and increase sustainability of the work of volunteers in the Wikimedia movement by providing intensive, time-limited support focused on key areas of risk and opportunity.

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[4.1 What a Fellow is...](#)

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[4.3 How to become a Fellow](#)

[4.4 Benefits for the Wikimedia Foundation](#)

[4.5](#)

2012 Fellowships Theme: Participation and Retention

[\[edit\]](#)

In line with WMF's [strategic plan](#) and strategic priority to [increase participation](#), and in light of the [2010 Editor Trends Study](#)'s findings on editor retention, Community Fellowships for 2012 are encouraged to focus on [improving editor retention and increasing participation across Wikimedia Projects](#)



WIKIMEDIA FELLOWSHIPS

[Know How It Works](#)

[Our Fellows](#)



Spread the word about [endorsement process](#).



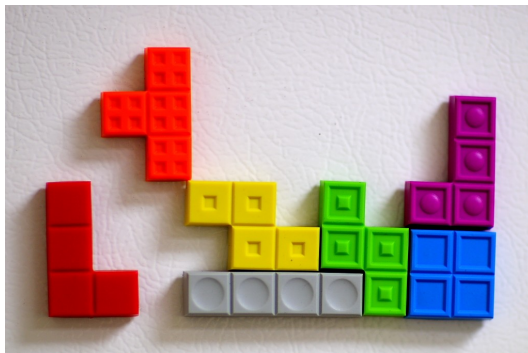
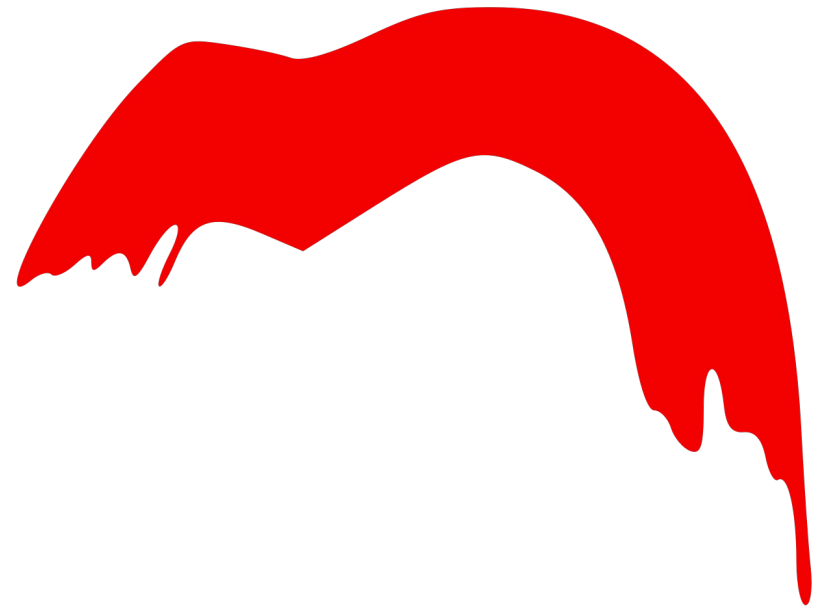
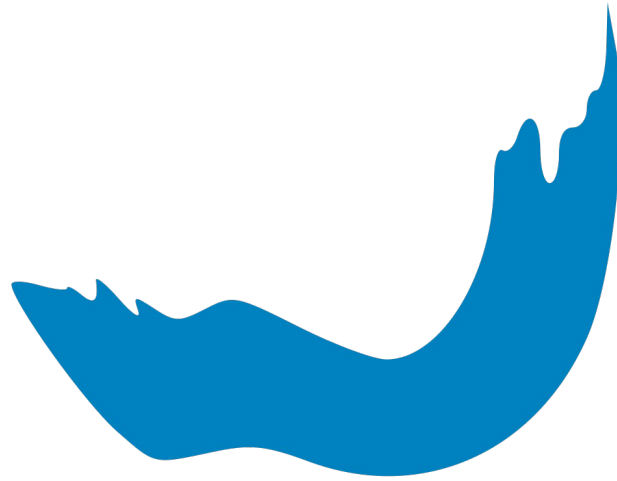
Review the [evaluation criteria](#).



Participate in the discussion by endorsing [open project ideas](#).

- Freedom to bring ideas further (more time)
- enabler
- Smooth "transition"
- Continuity is a question
- defines or undefines a potential job position

- A good example of Tetris



WIKIMANIA

How do we ensure better adequation?

- Remember: Invest in people('s time)
- Problem: adequation great ideas/available skills & time
- Solutions?
 - Leadership training
 - Project management training
 - Make being paid to further the mission not be evil any more
 - Your ideas?

Thank you!

- Delphine Ménard
- delphine.menard@wikimedia.de
- User:notafish

- A big thank you to:
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