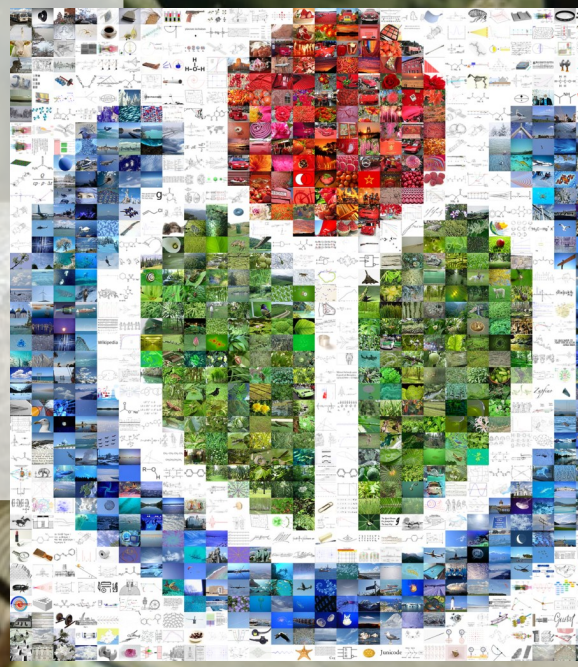
Why Does Wikimedia Need Money When We Have Volunteers? (seriously)

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

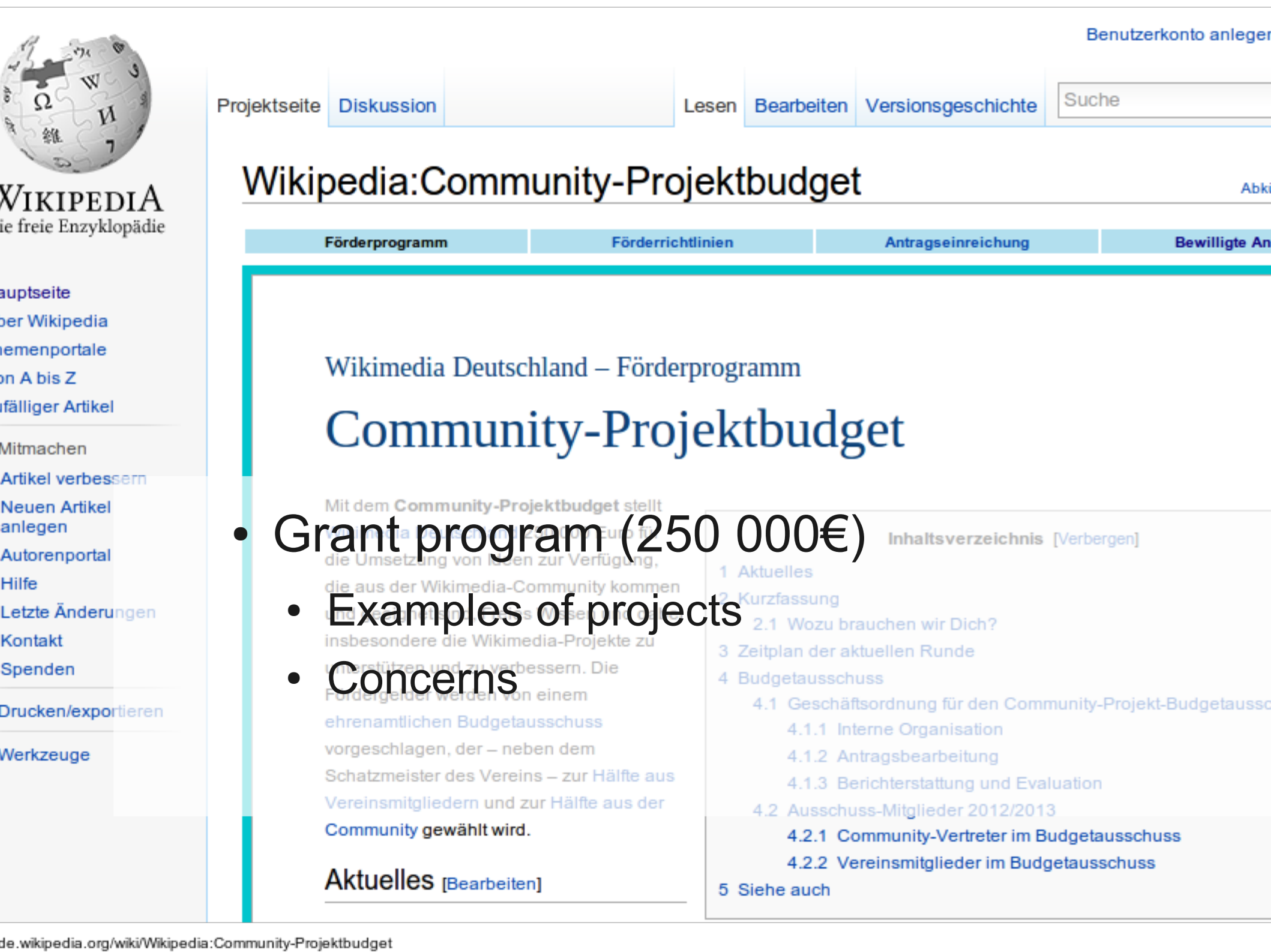
- Unpaid
  - ecclectic and unlimited creativity, intrinsic motivation, cost nothing to little, do not count their hours
- Paid
  - you can count (on) their hours, focused skills, selected to fill needs, contractual accountability

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?



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

notafish My talk My preferences My watchlist My contributions

Content page Discussion Read Edit View history 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.

WIKIMEDIA FELLOWSHIPS

Know How It Works

Our Fellows

Contents [hide]

1 2012 Fellowships Theme: Participation and Retention
2 Submitting a Proposal
3 Fellows
4 About the Program
4.1 What a Fellow is...
4.2 What a Fellow is not...
4.3 Benefits for Fellows
4.4 Benefits for the Wikimedia Foundation

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

Spread the word about endorsement process.

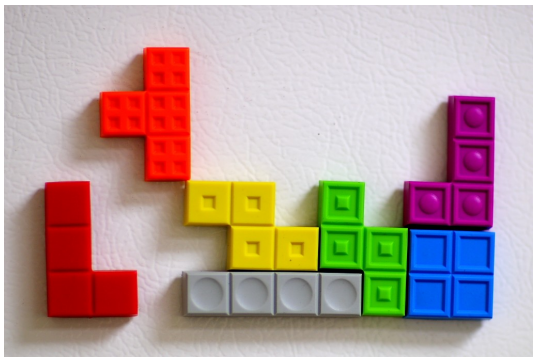
Review the evaluation criteria.

Participate in the discussion by endorsing open project ideas.

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

- 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:
- Steven Walling, Pete Forsyth, Arne Klempert, Itzik Edri, Jay Walsh, Samuel Klein

Credits

- Erik scares the bejesus out of Delphine at dinner - CC-BY-SA 3.0 - Kat Walsh
- Tetris Opener - CC-BY - Aldo Gonzalez
- Crystal Clear Icon - GLGPL - Everaldo Coelho and YellowIcon
- Rainbow Jello Cut - CC-BY-SA 2.5 - Nalb
- Wikimledia logo mosaic: I am not even going to try and start to attribute. http://commons.wikimedia.org/wiki/File:WikimediaMosaicCapture.png
- International Money Pile in Cash and Coins - CC-BY 2.0 - epSos.de
- A blackjack hand at the casino - CC-BY 2.0 - Images_of_Money
- Wikimania Logo - User:Tlogmer - © Wikimedia Foundation
- Puzzle - CC-BY-SA 2.0 - Ryan Amos
- Dolphins – CC-BY 2.0 - John Norton