



Wikimedia Nederland 2015 Annual Report

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Foreword

Dear friends of free knowledge,

This annual report tells you about our status in 2015. The Dutch Wikipedia now contains over 1,850,000 articles. We had 1,200 active editors in 2015. Articles have been added and improved in many areas: sport, culture, politics, history, geography, mathematics and physics.

Countless articles have become more readable with the posting of photos and other illustrations, and all that resulted in more than 120,000 pages being viewed every hour, for the Dutch Wikipedia alone. That is not a straightforward process: if you click from time to time on the history tab, you can see how much work goes into improvements and the discussions tab shows the discussions associated with the development of an article.

Wikimedia Nederland supports Wikipedia and other projects that seek to promote free access to knowledge.

By publishing this annual report, the board accounts formally for the policy it has adopted. In this way, we fulfil our obligations pursuant to law and the Articles of Association. But the report also aims to give an insight into the doings of the Association. You will find an overview of the principal activities and the results we have achieved as we have supported Wikipedia and also the less well-known Wikimedia projects.

The activities are organised for and by numerous volunteers, with support from the staff at our Utrecht offices. The board would like to express its gratitude here to everyone for their efforts in 2015. And we would like to call on you to continue to contribute to our mission: "Imagine a world in which every single human being can freely share in the sum of all knowledge. That is what we are working on".

Let me conclude by looking ahead: we will celebrate Wikipedia's 15th anniversary in 2016. The first articles in the English Wikipedia appeared in January 2001. The Dutch Wikipedia followed in June 2001.

Frans Grijzenhout, president

1. Mission and strategy

1.1 Mission

The Vereniging Wikimedia Nederland (WMNL) was established in 2006 to encourage the collection of, and the establishment of access to, free and/or freely accessible information in any form, particularly – but not limited to – using the Internet in order to preserve this information.

The vision of WMNL matches the vision of the international Wikimedia movement:

Imagine a world in which every single human being can freely share in the sum of all knowledge. That is what we are working on.

This vision is the basis for the organisation's mission:

Wikimedia Nederland is part of a global movement and it provides an environment in the Netherlands where volunteers and organisations can work together to collect and distribute free knowledge throughout the world.

Wikimedia Nederland establishes an environment in which volunteers can collaborate on implementing the vision of "collecting and distributing free knowledge throughout the world" through their contribution to Wikipedia and by contributing to the Wikimedia projects in other ways. The organisation informs the public about the concept of free knowledge, about the structure and working methods of the Internet encyclopaedia Wikipedia, and about the Wikimedia projects and the Wikimedia movement. It encourages people and organisations to use free licences themselves for content that they create and manage, for example by encouraging them to make their own contributions to the Wikimedia projects. Drawing on the Wikimedia projects and activities as examples, it propagates the idea that free knowledge and free licences can be used successfully and that they represent a valuable contribution to society. The Internet encyclopaedia Wikipedia plays a central role here.

Wikimedia Nederland is an independent association. The Wikimedia Foundation in San Francisco has formally recognised it as a 'chapter', in other words an organisation active at the national level with the aim of achieving the goals of the global Wikimedia movement. The Vereniging Wikimedia Nederland (Chamber of Commerce registration 17189036) has its registered offices in Eindhoven and its place of business at Mariaplaats 3, 3511 LH in Utrecht.

1.2 Strategy for 2013-2015

The Wikimedia Nederland General Meeting approved a strategy for the 2013-2015 period in September 2012. The 2013-2015 strategy includes six thematic priorities and constitutes the framework for the activities elaborated by the Association in 2015.

I. COMMUNITY: Supporting and mobilising volunteers and editors

The mission of Wikimedia Nederland can be fulfilled only if people play an active role in making knowledge freely available through Wikipedia and other Wikimedia projects and activities. The objective: more active editors and volunteers who receive effective support from WMNL. Creating opportunities for editors and volunteers to be active and providing support for their efforts will be a core activity for Wikimedia Nederland, together with motivating and activating new groups of volunteers. It must be widely known that Wikipedia is a volunteer project in which anyone can participate and we will be emphasising this point in our outreach activities.

II. WORK: Substantive orientation, collaboration and activity development

Wikimedia Nederland wants to develop an appealing package of activities that make a concrete contribution to the available free information in the Netherlands. Primarily, we will be continuing to extend our activities in the field of cultural collaboration and strengthening our relationships with the institutions active in this field. Nevertheless, we are also open to collaboration with other institutions and organisations. It goes without saying that we will also be continuing to support the Dutch Wikipedia. Where necessary and desirable, we will also be getting involved in the political and public debate as an advocate for free knowledge and free licences. We will also be continuing to participate in activities that contribute to innovation and development.

III. THE ASSOCIATION: Participation, support and brand awareness

The support of members is essential. Our members are the organisation's ambassadors and advocates; in addition, a strong membership also furthers the impact of the organisation and its status in the outside world. The members are a valuable source of knowledge, expertise and manpower. In the years to come, we will be working on expanding our membership and intensifying relations with our members. Implementing our mission (free knowledge for everyone) means that Wikimedia Nederland as an organisation must be able to rest assured that we are known – and more importantly that we have a good reputation – to major groups of stakeholders and the general public. WMNL needs to be a sought-after partner for a wide range of organisations.

IV. FINANCES: Strong and sustainable financial position

Ample financial resources and a range of sources of income to make the Association more independent and resilient. As a matter of principle, it is undesirable for WMNL to continue being dependent on just one financier, or a small number of financiers. We must diversify our sources of financing. In the years to come, we will be working on developing relationships with financiers (where appropriate for specific projects) and increasing the number of donors.

V. GLOBAL: International collaboration

WMNL is part of a global movement and it wants to continue to play an active role at that level. We want to keep our eyes and ears open for international developments and we want to be known as a reliable and expert partner for other entities and for international partners outside the Wikimedia movement. Where possible, we will be taking advantage of opportunities to add an international dimension to our activities.

VI. ORGANISATION: Board, management and support

Wikimedia Nederland wants to develop into a professional organisation in the years to come without detracting from the flexibility and spontaneity of the present Association. The core of WMNL consists of a team of professionals working at the organisation's offices, and the board.

1.3 Priorities for 2015

2015 saw us continuing to build on the foundations we laid in previous years.

The idea was to move ahead steadily without any drastic alterations of course. Our priorities continued to be support for the online Wikimedia community and improvements in the content of the Wikimedia projects.

Our efforts were given a boost in January when the 2015 Erasmus Prize was awarded to the international Wikipedia community. As the chapter located in the Netherlands, we were the point of contact for the Praemium Erasmianum Foundation and the Dutch press. As a result, the 2015 Annual Plan was extended to include a new project within a month.

In addition, the first few months of the year were dominated by the GLAM-Wiki Conference. About 150 people from home and abroad came to The Hague in April to exchange experiences about collaboration between Wikimedia and the cultural sector.

To get a better idea of how volunteers feel about editing Wikipedia, we commissioned a survey of the editing community. During the course of a dialogue with the editors, we started to develop a course for moderating online discussion and conflict management.

In terms of content, the theme of 'nature' proved to be the most effective as a source of inspiration for Wikipedians and external partners. The Gender Gap working group also got up to speed and, with support from the office, developed a series of initiatives to encourage more women to contribute to Wikipedia.

We developed the first successful pilot projects in our education programme for the inclusion of the adding of knowledge to Wikipedia as a standard part of the higher-education curriculum.

2. The year in a nutshell

2.1 Wikimedia Nederland in figures

Members, donors and employees

as at 31/12	2015	2014
Members	268	243
Donors	369	373
Permanent staff	5 (3.5 FTEs)	5 (3.4 FTEs)
Employees with a temporary contract and interns during the year	3	4

Activities and number of participants

Organised by, or in cooperation with, Wikimedia Nederland	participants
10 January - Bird sounds edit-a-thon, Dutch Institute for Sound and Vision, Hilversum	10
15 January - WikiMeet with Jimmy Wales, Amsterdam	3
17 January - New Year reception, Dutch Institute for Sound and Vision, Hilversum	80
7 March - Women's Day writing meeting, Amsterdam	10
7 March - Women's Day writing meeting, Maastricht	4
8 March - Women's Day writing meeting, Opzij magazine, Amsterdam	23
9-14 March - Open Education Week, University of Amsterdam	50
12 March - Edit-a-thon, Catharijneconvent Museum, Utrecht	16
28 March - Media training, Utrecht	7
10-12 April - 2015 GLAM Wiki, The Hague	145
17 April - Wikipedia in the curriculum, Utrecht	40
6 May-22 July - Writing course, University of Maastricht	13
21 May - Wiki Meeting, Utrecht University	17
22 August - Writing course, Utrechtse Heuvelrug	8
1-30 September - Wiki Loves Monuments	120
19 September - Wiki Takes Dudok Edit-a-thon, Hilversum	26
19 September - Design Derby, Boymans van Beuningen Museum, Rotterdam	7
4 October - Bird watching in the Rijksmuseum, Amsterdam	30
10 October - Writing course, IVN, Amsterdam	8
13 October - Writing course, Utrecht University	11
26-10 to 1-11 - Thijssen writing week	13
1-30 November - Writing campaign on the occasion of the Erasmus Prize	12
22-26 November - Exhibition of historical encyclopaedias, University of Amsterdam	80
25 November - Erasmus Prize Ceremony and WikiMeet, Amsterdam	77
28 November - Dutch Wikimedia Conference, Utrecht	140
WikiSaturdays (22x) and Gender Gap walk-in afternoons (4 x)	168
1,118 participants in total at 49 events (In 2014: 584 participants at 39 events)	

Organised by the community with support from Wikimedia Nederland	
27 March - Europeana Fashion Edit-a-thon, Amsterdam	13
Wikipedia and cartography workshop, University of Amsterdam	12
25 participants in total at 2 events	

Content added to Wikimedia projects as a result of all activities listed in this annual report

	2015	2014
Files added to Wikimedia Commons	87,637	36,826
Additions or improvements to Wikipedia articles	4,501	3,003
Information added to Wiktionary, Wikisource and Wikidata		3000 words added to Wiktionary
		One publication added to Wikisource
		Metadata for 30,000 paintings added to WikiData

Dutch Wikipedia in 2015

	December 2015	December 2014	Difference
Number of articles	1,848,249	1,800,000	+3%
Total number of registered editors	32,916	30,908	+6%
Active editors	1,111	1,217	-8%
Very active editors	189	208	-8%
New editors added during the year	2,008	2,104	-4%

Support for Wikipedia is one of the core tasks of WMNL, even though the Association has no responsibility for the Internet encyclopaedia in terms of substance or in legal terms. Once again in 2015, there was a steady increase in the number of articles and new editors joined us every day. However, the numbers of active and very active users declined. The exact reasons are unclear.

2.2 Future developments

General considerations for 2016

Wikimedia Nederland does not wish for any major increases in staff or budget in 2016. We will be making efforts to generate more revenue from other sources.

We want to help the community to address the bottlenecks in the working environment and in conflict resolution that were reported in the survey in 2015. Because the community has expressed a wish for an examination of the substantive quality and coverage of the English Wikipedia, we want to develop an appraisal method.

In addition to the theme of 'Nature', we are introducing a new theme: 'The Netherlands in the world'. Our aim will be to make knowledge in the Netherlands freely available as much as possible when that information is particularly relevant for people in other parts of the world and above all in Africa, Asia and the Caribbean.

The gender gap and education programmes will continue in 2016. We will be strengthening our links with our present partners in our GLAM programme and we will be developing ways to allow small GLAM institutes to contribute to the Wikimedia projects as well.

In addition, we will be working in 2016 on the development of a multi-year strategy for the period 2017-2019. This will involve consultations with the community.

3. Board, management and staff

3.1 Board

3.1.1 Composition of the Board and portfolio distribution for the board as at 31 December 2015

Jan Anton Brouwer, treasurer

- Financial accounting, Fund-raising, FDC, Expense Statements, CBF seal of approval, Membership Fees

Justus G. de Bruijn, secretary

- Member Administration, General Assembly, Board Meetings, Archive, Reporting, Documentation and Process Descriptions, Minutes, Articles of Association, internal procedures

Frans Grijzenhout, president

- Personnel, strategy, press relations, politics, lobbying

Ad Huikeshoven

- International Affairs, Community

Harriet de Man

- Collaboration with heritage institutions

Bart Nieuwenhuis

- Education programme

Marike van Roon

- Collaboration with heritage institutions

There are no specific arrangements for expense claims from board members. Members of the board can have costs reimbursed on the basis of the Expense Claim Regulations that apply to all Wikimedia Nederland volunteers.

3.1.2 Board resignations in 2015

Ronn Boef
André Engels
Marlon The

3.1.3 Other positions held by board members

Current board members

Jan Anton Brouwer

- Freelance project manager/publisher/publication manager

Justus de Bruijn

- Partner with Kweekel BV, organisation consultancy
- Justus Consultancy (owner)
- Treasurer, Stichting Syrene Saxofoonkwartet (unpaid)

Frans Grijsenhout

- Owner of business consultancy Grijs Advies, Chamber of Commerce 56050259

Ad Huikeshoven

- Financial-economic consultant, Ministry of Social Affairs and Employment
- Director of De Geldboom B.V. (unpaid)
- Director of Pensioenfonds Huikeshoven B.V. (unpaid)
- Treasurer of Stichting Rossignol (unpaid)

Harriet de Man

- Rotterdam City Archives, Collections Team Leader
- Interpreter-Translator French and Spanish

Bart Nieuwenhuis

- Managing Partner, Innovatie Management Adviesbureau PBF Innovatie
- Professor at University of Twente, Business and ICT
- Co-owner of start-up company
- Member various advisory councils for higher education (unpaid)

Marika van Roon

- Interim chief curator of special collections at the University of Amsterdam

Board resignations

Ronn Boef

- Educations Officer, Northern Shipping Museum (unpaid)

André Engels

- Employee at WiseGuys Internet BV, responsible for Jobfeed data collection
- Responsibility for website <http://www.etymologiewebsite.nl> (unpaid)

Marlon The

- Editor with Koninklijke Nederlandse Natuurhistorische Vereniging Epe-Heerde

3.1.4 Board meetings

The board met on 11 occasions in 2015. Some meetings were in Utrecht and some were conducted by phone. One meeting in August took place during the day on a Saturday. The 2016 annual plan was elaborated at that meeting. The other meetings took place on weekday evenings.

3.1.5 Audit committee

The audit committee is a board committee that was established as a smaller group to check and discuss the annual statements in detail. The committee met once in 2015 and it consists of Sandra Rientjes, Frans Grijzenhout, Ad Huikeshoven and Jan Anton Brouwer.

3.2 The Association

The highest decision-making body in the Association is the General Meeting. Wikimedia Nederland traditionally has two meetings a year: one in the spring and one in the autumn.

3.3 Office and management

The volunteers and board of Wikimedia Nederland are supported by a small team of staff. The priorities for the office are the ongoing extension of collaboration with outside partners from the culture, heritage, and knowledge and education sectors, and of communications and fund-raising, as well as practical and logistical assistance for volunteers during the implementation of the work programme. There were five employees working at the offices of Wikimedia Nederland on 31 December 2015:

- Sandra Rientjes, director
- Arne Wossink, project leader for cultural collaboration (since 1 April 2015)
- Denise Jansen, communications and community support
- Sindy Meijer, communications and community support
- Jolanda Adelaar, financial administration and office management

Outgoing staff

- Sandra Fauconnier, project manager 1 February - 1 August 2015
- Sebastiaan ter Burg, project leader until 1 March 2015

None of the members of staff has a full-time contract and so the total workforce amounts to 3.5 FTEs.

Temporary employees on contract basis

- Hay Kranen - Wikipedia in the Museum
- Frank Meijer - Education programme
- Jesse De Vos - GLAM collaboration

Interns

- Mary van den IJssel, Arnhem en Nijmegen Hogeschool, education studies
- Brigitte van der Pas, 'new style' internship

Salary expenses for director: € 46,122

Director's secondary positions

- owner of Bureau Sandra Rientjes, Kennis Management Mediation, which is currently dormant.

4. Activities in 2015

4.1 COMMUNITY: Supporting and mobilising volunteers and editors

One of the core tasks of Wikimedia Nederland is supporting the volunteers who are active on the Wikimedia projects. Whether or not a volunteer is a member of Wikimedia Nederland is irrelevant here.

Financial support is a very basic but also very effective way of facilitating the work of the volunteers. We reimburse things like travelling expenses and award travel grants. A total of seventeen volunteers declared travelling expenses in the Netherlands. These were expenses incurred, for example, to attend a WikiSaturday, take part in project consultations or attend meetings as a coach or trainer. Thirteen volunteers were awarded a travel grant to attend a Wikimedia event abroad. Six volunteers received a financial contribution to the costs of an activity from the Minor Activities Fund.

Overview of applications granted by the Minor Activities Fund

- GPS receiver
- Organisation of the Europeana Fashion edit-a-thon
- Headphones
- Panorama camera
- Participation and presentation material, SOIMA Conference Brussels (Sound and Image Collections Conservation)
- Participation at Brainwash Festival and Rotterdam Film Festival to take photos
- Prizes for annual Wikipedia writing contest
- Purchase of the book "Glas-in-lood in Nederland 1817-1968"
- Organisation of workshop for storyboard writing

Scholarships awarded:

- International Hackathon in Lyon (3 people)
- Wikimania in Mexico (3 persons)
- WikiSource Conference in Vienna (2 persons)
- WikiData meeting in Helsinki (1 person)
- WikiData anniversary in Berlin (1 person)
- Meeting of Free Knowledge Advocacy Group, Brussels (3 people)

The community can be supported with more than money alone.

For example, we organised a 'dealings with the press' course on two occasions. Volunteers learned how they can convey their message clearly and how to deal with tough questions. That was certainly not a superfluous luxury in a year when media interest in Wikipedia and Wikimedia Nederland was very intense, particularly as a result of the awarding of the Erasmus Prize. We asked for press accreditation at events for volunteer photographers.

Communications and meetings

Wikimedia volunteers tell us regularly that collaboration and the working atmosphere benefit when people have already met one another 'in the flesh'. It helps to know the face behind an editor's name. Over the years, Wikimedia Nederland has developed a programme of meetings, which were well attended once again in 2015.

The New Year reception was held at the premises of our partner, the Dutch Institute for Sound and Vision, and it attracted 80 participants.

Every two weeks, the office is open to Wikimedians on WikiSaturdays. There were 22 WikiSaturdays in 2015. They were attended by a total of 168 visitors (65 people) – twenty more than last year. Increasingly, the WikiSaturday is used for project group consultations. A member of the Gender Gap working group is present once a month, and there is an open house for female editors and women who are interested in learning more about Wikipedia.

We organised a WikiMeet on two occasions in Amsterdam. The WikiMeet on 15 January was after a conference organised by the Netherlands Academy of Arts and Sciences at which it was announced that the Erasmus Prize for 2015 had been awarded to the Wikipedia community. There was a WikiMeet on 25 November after the presentation of the award. The 77 participants also included many Wikipedians from neighbouring countries who came to Amsterdam specially for the ceremony.

The Dutch Wikimedia Conference on 28 November came at the end of the Wikipedia Week: a series of activities organised around the Erasmus Prize. The keynote speaker was Marietje Schaake, a member of the European Parliament, who stressed that it pays to fight for better copyright. With 140 participants, this was one of the best-attended conferences.

Facilitating a healthy working atmosphere and problem-solving

Survey of Wikipedia editors

Both in the Netherlands and internationally, there is some concern in the Wikimedia movement about the working atmosphere on Wikipedia, the relatively low number of women who contribute, and the recruitment and retention of new editors. Wikimedia Nederland organised a survey in June 2015 to establish a more factual understanding of the views of the editors themselves.

A total of 451 Wikipedia editors completed the questionnaire, 322 of whom were Dutch, 91 Belgians and 39 people with other nationalities. Of these respondents, 51 were female (11%) and 400 were male (89%).

Conclusions

- **New editors:** A large majority believe that the constant inflow of new editors is important and thinks that new editors should be recruited. In order to ensure that new editors do not give up quickly, they should be welcomed and supported better.
- **Diversity:** To a greater or lesser extent, everyone understands that there are drawbacks to the lack of diversity among the editors. The atmosphere at Wikipedia is mentioned most often as the cause, and women refer to this issue much more often than men.
- **Working atmosphere:** Opinions were divided about the working atmosphere on the Dutch Wikipedia. More editors are dissatisfied than satisfied. The atmosphere was described as argumentative and suspicious, but also relatively frequently as constructive. A large group of editors have been approached on occasion on the Dutch Wikipedia in ways that they found inappropriate; a small group admit themselves that they have acted inappropriately.
- **Conflicts and conflict resolution:** The editors feel that the number of conflicts is high; two out of five editors stated that they had been involved in a situation that felt like a conflict in the previous six months. Opinions are divided about how to resolve the conflicts: there are more editors who say that conflicts are sometimes or never/almost never resolved than editors who say that conflicts are usually or always resolved well. Egos and stubbornness play a major role in the development of conflicts; rules/guidelines and moderation by trained people are often suggested as a solution.

- **Social interaction:** Consultations between the editors are fragmented between numerous channels and they mainly take place through Wikipedia discussion pages. The editors only meet one another to a limited extent in person or online outside Wikipedia. Furthermore, they make only limited use of Wikimedia mailing lists, blogs, newsletters or announcement pages, or of events organised by Wikimedia in the Netherlands or elsewhere.
- **Vereniging Wikimedia Nederland:** A large majority know about Vereniging Wikimedia Nederland and approximately a quarter of that group are actually members of the Association at present. In general, people are satisfied with the work done by the Association and the nature of that work.

Follow-up

The survey provided information but the ultimate aim is to address the difficulties that have been identified. In consultation with the community, Wikimedia Nederland has started to develop a training programme for improving skills in online problem-solving and moderating online communications. The training will be given for the first time in early 2016.

Report on fulfilment of objectives in the 2015 Annual plan, Programme I: Community

Strategic framework for 2013 - 2015

The mission of Wikimedia Nederland can only be fulfilled if people play an active role in making knowledge freely available through Wikipedia and other Wikimedia activities and projects. The objective for the years to come: more active editors and volunteers who receive effective support from WMNL. Creating opportunities for editors and volunteers to be active and providing support for their efforts will be a core activity for Wikimedia Nederland, together with motivating and activating new groups of volunteers. There should be a widespread awareness that Wikipedia is a volunteer project in which anybody can participate.

Strategic objective 1.1 Active support for the community

Objectives for 2015	Results	Comments
Increase of 15% in number of accepted applications for funding of minor activities	10 applications for funding from Minor Activities Fund (2014: 10) 13 applications for travel grants (2014: 14)	The number of accepted applications remained unchanged.
Survey result - understanding of wishes and needs	-	-
4 supported activities for sister projects (not on WP or WM Commons) /8 supported volunteers	2 travel grants for WikiData activities, and 2 for WikiSource/4 supported volunteers	Although many Dutch Wikimedians are active in WikiData, there were no requests for support.
4 supported groups / facilitated meetings	4 Gender Gap working group meetings; one meeting of the OTRS group	-

Strategic objective 1.2 Communications and meetings

Objectives for 2015	Results	Comments
interviews with ten active Wikipedians who are not associated with WMNL	no separate interviews conducted, the interviews were included in the survey in the form of open questions answered by 75 respondents	-

Increase of 20% in number of individual visitors to WikiSaturdays	Increase of 27% (65 individuals in 2015, 51 individuals in 2014) (a total of 168 visitors)	-
20 WikiSaturdays	22 WikiSaturdays	-
10 WikiCafés	1 WikiCafé 2 WikiMeets 1 'open office'	The community organised a WikiCafé on one occasion. Wikimedia Nederland organised a successful WikiMeet on two occasions.
150 visitors to the Dutch Wikimedia Conference, of whom 40 were present for the first time	140 visitors, 66 of whom were present for the first time	-
Average rating for Dutch Wikimedia Conference: 'more than satisfactory/good'	Appreciation averaged 96.9%	-

Strategic objective 1.3
conduct

Facilitating a good working atmosphere and standards of

Objectives for 2015	Results	Comments
Teahouse operational on Dutch Wikipedia and staffed by at least 10 active volunteers	-	In consultation with community, it was decided to put our efforts into strengthening the coaching programme rather than the Teahouse.
Reduction in turnover rate for editors on Dutch Wikipedia	No change in turnover rate	-
Increase in retention of new editors	- No data	-
More women editors	According to the survey, the percentage of female Wikipedians increased from 9% (2013) to 11%	-
15 people attended training courses	Training postponed until early 2016	-

Financial

Code	Description	Budgetted	Income	Expenditure	Difference	Explanatory note
I	Community					
	Active support for the community					
I.1.1.1	FOKA (Minor Activities Fund)	5,000		2,149	2,851	Number of applications continues to be low
I.1.1.2	Inventory of support resources					
I.1.1.3	Strengthening other Wikimedia projects	5,000		0	5,000	No costs involved in collaboration with WikiData. There were no openings for other sister projects.
I.1.1.4	Facilitating community disc/working groups	2,000		0	2,000	Meetings of working and project groups involved no costs
I.1.1.5	General					
	Communications and Meetings					
I.1.2.1	Strengthening the dialogue with the community in the Netherlands					
I.1.2.2	WikiSaturdays, WikiCafé etc.	3,000		1,056	1,944	Fewer WikiCafés than planned
I.1.2.3	Dutch Wikimedia Conference	8,000		5,906	2,094	Once again this year, no costs.
I.1.2.4	Reimbursement of travelling and accommodation expenses for community	25,000		23,137	1,863	
	Facilitating a healthy working atmosphere and problem-solving					
I.1.3.1	Introduction of experts to improve standards of conduct	13,000		341	12,659	
I.1.4.1	Efforts to support community initiatives			166	-166	
	Total programme I	61,000		32,756	28,244	N.B. relates to material costs only

4.2 WORK: Content orientation, collaboration and activity development

Partners in 2015

- Atria, Amsterdam
- Dudok Architecture Centre, Hilversum
- Dutch Institute for Sound and Vision, Hilversum
- ITV School of interpretation and translation, Utrecht
- IVN, Amsterdam
- Jos Zwarts (artist)
- Royal Library, The Hague
- Boijmans van Beuningen Museum, Rotterdam
- Museum Catharijneconvent, Utrecht
- Hilversum Museum
- National Archives, The Hague
- National Liberation Museum, Groesbeek
- Utrechtse Heuvelrug National Park
- Naturalis, Leiden
- NIOD Institute for War, Holocaust and Genocide Studies, Amsterdam
- Eemland Public Library
- Rijksmuseum, Amsterdam
- Textile Museum, Tilburg
- Tropenmuseum, Amsterdam
- Soorten.nl
- Praemium Erasmianum Foundation
- University of Amsterdam
- University of Maastricht
- Utrecht University
- The Butterfly Foundation, Wageningen

Themes: Nature, Second World War and Gender Gap

Nature

The theme of nature continues to inspire as a focus of activities. The enthusiastic volunteers in the nature project group nature organised a whole range of activities and various partners donated materials:

- There was a bird sounds edit-a-thon at the Dutch Institute for Sound and Vision with ten participants.
- Information and images relating to dragonflies (donated by the Butterfly Foundation) were processed. That made it possible to improve 59 Wikipedia articles.
- Fifty-two of the historical images of birds donated by the Royal Library in 2014 are now in use.
- We organised a writing course in collaboration with the Utrechtse Heuvelrug National Park.
- There was a writing course and a writing week centring around the life and work of nature conservation pioneer J. P. Thijssse that produced 38 new or improved articles.
- Artist Jos Zwarts donated 1024 beautiful nature drawings.
- We went bird-watching in the Rijksmuseum. On 4 October, Wikipedians, bird-watchers and art connoisseurs met in the Rijksmuseum to identify birds pictured on prints from the collection of the Rijksmuseum.

A total of thirty Wikipedians were involved in activities centred around the theme of nature.

World War II

The Liberation Museum contacted Wikimedia Nederland to explore possible ways of working together. The museum began a programme of image donations. Only a few photos of objects from World War II were available; the museum is now supplying images of that kind. The Royal Library is continuing to work with a number of volunteers on the Resistance Newspapers project: information about the illegal press in the years 1940-1945 has been improved and linked to digital versions of the newspapers. The first results can now be found on Wikipedia. The Dutch Institute for Sound and Vision donated radio broadcasts from Radio Orange during the Second World War. Contacts with the University of Wageningen about uploading aerial photos of the Netherlands made by the RAF failed to produce any results.

Gender Gap

The number of female editors working on the Dutch Wikipedia is also low: 11%. That also affects the content of Wikipedia: information about women and about topics that are generally considered to be interesting or relevant for women is less wide-ranging and deep. A group of female Wikimedians has decided – with the support of Wikimedia Nederland – to bring about a change in this area.

- There were three writing meetings on International Women's Day, one of which took place at the offices of the feminist magazine Opzij. The Wikipedia writing training during the Opzij meeting was streamed so that people who were unable to get to Amsterdam had the opportunity to participate.
- Once a month, members of the Gender Gap working group were present on WikiSaturdays and men and women interested in Wikipedia had the opportunity to walk in and discuss activities, ask for advice or just have a chat to other interested people.
- In the meantime, a review has been conducted to identify missing articles so that there is a specific action list for women who want to get started.
- The initial arrangements for cooperation in 2016 have now been made in the network. Arrangements have been made for a course at Femnet lasting several days and Atria will prioritise working together with the Gender Gap working group.
- The Textile working group is collaborating with the Gender Gap working group with the aim of creating more content.

- The Gender Gap working group has drawn up a friendly-areas policy that has been approved by the board. Participants are expected to comply with this policy at all events organised by Wikimedia Nederland.

Textile project

Textile and textile art constitute a typical example of a subject that women find of interest, but that is not extensively covered by the Dutch Wikipedia. A group of volunteers are now working actively on this theme. In collaboration with the Textile Museum in Tilburg, they are working to improve the content of Wikipedia about this subject.

Alliances with museums, archives and libraries

The Catharijneconvent Museum made a content donation for the first time in 2015. The museum donated 2,500 high-resolution images of objects from their permanent exhibition. The donation was followed by a writing meeting with the aim of using the new images as much as possible as illustrations for Wikipedia articles, or of writing new articles about the objects shown in the images.

There was a Wikipedian in Residence at the Naturalis museum from May until the end of December. Thanks to his efforts, no fewer than 166,000 images became available from the extensive Naturalis collection. Naturalis has already indicated that it will be continuing to work with Wikipedia in the years to come.

Our partners, the Dutch National Archives, the Royal Library, and the Dutch Institute for Sound and Vision, donated valuable new content:

- The Royal Library donated over 3,100 images from three atlases dating from 1690-1750, as well as 512 images of the Dutch parliament.
- In 2015, the National Archives donated, among other things, 473 images from Rijkswaterstaat (the Dutch Directorate General for Public Works and Water Management) of civil-engineering structures from, in particular, the 19th and early 20th centuries, as well as 114 pictures of the Erasmus Prize ceremony in the period 1960-1980.
- The Dutch Institute for Sound and Vision donated, in addition to the Radio Orange and Radio Herrijzend Nederland broadcasts referred to above, 392 video files about a range of Dutch subjects in 2015.

Wikipedia in the Museum: Touch-screen information for museums

Wikimedia Nederland has developed an app that allows museums to make more information available to their visitors in a straightforward way. The visitors have access with a tablet to Wikipedia articles (in several languages) selected by the museum. The articles are presented in an attractive way with a strong emphasis on visual material. The app was tested at the Catharijneconvent and the Textile Museum in Tilburg in the summer of 2015.

In addition:

- the Boijmans Van Beuningen Museum and Wikimedia Nederland organised a Wikipedia edit-a-thon on 5 September in parallel with the Design Derby - Netherlands - Belgium exhibition (1815-2015).
- Thanks to the hard work of a number of volunteers, a new improved version of Wikiportret was launched in early July. The changes related not only to the design: this new version makes it even easier to upload portraits.
- A writing campaign on the theme of Erasmus Prize winners resulted in 110 new or improved articles in nine different languages.

Education programme: Alliances with higher education

In 2015, we developed our first pilot projects in collaboration with higher education. Utrecht University teamed up with Wikimedia Nederland to introduce a Wikipedia class in the series 'Memory in the digital world'. Students investigated the role of the historian in a time when everyone can get involved with history, often through digital media. The students studied Wikipedia as a platform and also wrote an article for Wikipedia themselves.

At Maastricht University, there was a bachelor research programme entitled 'On Expedition' between April and June. Students studied travel accounts from the collection of the Jesuit library in Maastricht and added information to Wikipedia. Images were also digitalised in order to illustrate the articles.

The ITV School for Interpreters and Translators offered students the option of an internship translating articles from other Wikipedias into Dutch. Two interns translated articles from Russian and German at the request of the Wikipedia community.

There was a Wikipedia walk-in course during the Open Education Week of the University of Amsterdam. The course covered writing for Wikipedia and it was possible to work on articles on the basis of a list of subjects.

There were two edit-at-thons in November 2015: one at the University of Amsterdam and one at the University of Ghent. Volunteers played an important role in these activities. A group of four volunteers are working regularly on education-related activities. As collaboration with universities becomes a more natural step, the involvement of WMNL staff tails off and volunteers become the first port of call.

Wiki loves monuments

We organised Wiki Loves Monuments for the fifth time in September. Over a period of one month, photographers were given the opportunity to upload their photographs of cultural heritage to Wikimedia Commons. More than 230,000 photos were uploaded in 33 countries around the world. More than 4,000 came from the Netherlands. There was a particular emphasis on the work of the Dutch architect Willem Dudok (1884-1974) that involved working with the Hilversum Museum and the Dudok Architecture Centre.

International

GLAM Wiki 2015

The largest event in 2015 by far was the GLAM-Wiki Conference. On 10, 11 and 12 April, 145 participants from 32 countries came to The Hague for a conference to discuss collaboration between the Wikimedia projects and museums, archives and libraries. The event was hosted by the Dutch Royal Library and the Dutch National Archives.

The aim of the meeting was to exchange ideas and experience, to seek inspiration and to spotlight the benefits of collaboration between the heritage sector and Wikimedia. The conference was a resounding success: the atmosphere was lively and constructive, and the participants were positive about the quality of the programme.

Freedom of panorama

During the discussion about the amendment of copyright in the European Parliament, an unexpected amendment proposal threatened to result in a drastic reduction of the freedom of panorama in many EU Member States. Freedom of panorama is the right to take photographs of buildings and works of art in public spaces and to use them (for commercial or other purposes) without requiring permission from the sculptor or architect. As part of a Europe-wide campaign to oppose this amendment,

Wikimedia Nederland communicated with the press and with Dutch MEPs. We were successful: the proposed amendment was withdrawn.

Collaboration with Wikimedia Belgium

Wikimedia Nederland and Wikimedia Belgium work together where possible on logistics and in programmes. WMNL hosts the different websites and wikis of Wikimedia Belgium. WMBE board members attended the course looking at working with the media, and Belgian Wikimedians were present at the Dutch Wikimedia Conference, the New Year reception and the presentation of the Erasmus Prize.

Report on fulfilment of objectives in the 2015 Annual plan, Programme II: Content

Strategic framework for 2013 - 2015

Wikimedia Nederland wants to develop an appealing package of activities that make a tangible contribution to the available free information in the Netherlands. Initially, we will continue to extend our activities in the field of cultural collaboration and the strengthening of relationships with institutions in this area. It goes without saying that we will also be continuing to support the Dutch Wikipedia. Where necessary and desirable, we will also be getting involved in the political and public debate as an advocate for free knowledge and free licences. We will also be continuing to participate in activities that contribute to innovation and development.

Strategic objective 2.1

Content focus: Nature, Second World War and Gender Gap

Objectives for 2015	Results	Comments
Second World War, Dutch monuments		
150 articles improved or written	110	Articles about the Second World War have been regularly written and improved, 348 by editors who are also contributing to the Second World War project. It is unclear to what extent this development is directly related to the activities of WMNL. The 110 articles listed here can definitely be linked to these activities.
Substantial amount of relevant content added (as yet unspecified)	470 images and sound recordings	Donations by the Dutch Institute for Sound and Vision and the Dutch National Liberation Museum
5 new editors (still active after 6 months)	0	-

Nature		
150 articles improved or written	1090	In particular due to the processing of image donations.
Substantial amount of relevant content added (to be determined in consultation with partners)	73,838 images -	Donations from Naturalis and drawings by Jos Zwarts
5 new editors (still active after 6 months)	2	-
Gender Gap		
5 new female editors (still active after 6 months)	3	This is why there will be courses lasting several days on the agenda in 2016.
150 articles written or improved	294	-

Strategic objective 2.2 Collaboration with knowledge and heritage institutions

Objectives for 2015	Results	Comments
Personal contacts with institutions	Two consultations with GLAM-Wiki coordinators	Contribution of content to WikiSource has proven difficult to achieve. Text documents are now also being added to Commons.
All former WiR institutions to appoint contacts	Wikipedian in Residence at Naturalis; financing achieved for WiR at partner organisations for specific species	
A Wikipedia surgery at two institutions	First contacts for collaboration with Statistics Netherlands	
2 new Wikipedians in Residence		
Documents uploaded to Wikisource from research and heritage institutions (number to be determined in consultation with partners)	-	-
Collaboration with two new research institutions which are not heritage institutions	-	-

Strategic objective 2.3 Education

Objectives for 2015	Results	Comments
Two pilot projects to be completed	Three pilot projects (Utrecht University, Maastricht University, ITV)	-
At least 40 students will have participated on a pilot project	22 participating students	-
35 articles added or significantly improved by students will be accepted by the Wikipedia community	67 articles improved	-

Strategic objective 2.4 International collaboration

Objectives for 2015	Results	Comments
WMNL will contribute to at least two international activities centring on the core themes and/or gender gap	-	-
2015 GLAM Wiki successfully organised (detailed objectives to be formulated by organising team)	GLAM Wiki organised and conducted as planned and within budget, positive evaluation	-
Varied delegation to Wikimania of at least 7 people	2 board members, 2 employees and 2 volunteers to Wikimania	-
Decision taken about whether WMNL can and will contribute to software development and, if so, how	WMNL is contributing to software development in the context of GLAM projects	-

Financial

Code	Description	Budgetted	Income	Expenditure	Difference	Explanatory note
II.	Content					
	Content focus: nature, Second World War, WLM and gender gap					
II.1.1.1	Content focus: Second World War.	4,750		268	4,482	Fewer activities than planned
II.1.1.2	Content focus: nature	4,750		567	4,183	Numerous activities, but no costs
II.1.1.3	WLM	4,750		856	3,894	
II.1.1.4	Gender gap	4,750		2,620	2,130	Numerous activities, costs lower due to, for example, contributions in kind
	Collaborating with research and heritage institutions					
II.1.2.1	Wikipedian in Residence programme	1,000		163	837	
II.2.2.2	Encouraging collaboration with GLAMs using Wikisource	1,000		0	1,000	No costs specifically related to WikiSource
II.1.2.3	Wiki loves art					
II.1.2.4	Wikipedia in the Museum			20,997	-20,997	Overrun of activities from 2014
II.1.2.5	Erasmus Prize			18,086	-18,086	Incidental
	Education					
II.1.3.1	Two pilot projects	4,500		13,970	-9,470	Overrun of activities from 2014
	Software development as an activity for WMNL					
II.1.4.1	Study of relevance of software development WMNL					
	International collaboration					
II.1.5.1	International GLAM-Wiki conference	40,000	58,996	56,748	-16,748	Difference compared to initial budget. However, additional income covers additional expenses.
II.1.5.2	International collaboration on core themes	2,000		4,025	-2,025	Unforeseen contribution of €4000 to costs of Free Knowledge Advocacy Group
II.1.5.3	Participation at international meetings					
II.1.6.1	Support for community initiatives					
	Total programme II	67,500	58,996	118,301	-50,801	Compared to initial budget - does not take additional income into account N.B. relates to material costs only

4.3 Communications and publicity

2015: The year of the Erasmus Prize

In early 2015, it was announced that the Erasmus Prize for 2015 had been awarded to the international Wikipedia community.

"Wikipedia received the prize because it has promoted the dissemination of knowledge through a comprehensive and universally accessible encyclopaedia. The initiators behind Wikipedia have developed a new and effective democratic form for this purpose. The prize specifically recognises Wikipedia as a community — a shared project that involves tens of thousands of volunteers around the world who help shape this initiative."

The granting of the prestigious Erasmus Prize led to a rise in media interest in Wikipedia and the media regularly approached Wikimedia Nederland. Wikimedia Nederland teamed up with the Praemium Erasmianum Foundation on preparations for the official presentation of the prize. Our main role here was to liaise with the Wikipedia community, the actual winner of the prize.

These activities peaked in the week of 23-28 November, the week of Wikipedia. The week began with a scientific conference about Wikipedia targeting researchers, students and other interested persons that was organised by the Netherlands Academy of Arts and Sciences (KNAW). During the week of the Erasmus Prize ceremony, the Special Collections department of the library of the University of Amsterdam exhibited a number of items from the collection of historical encyclopaedias.

Obviously, the highlight of the week was the ceremony on 25 November when the prize was handed out by King Willem Alexander to three representatives of the community, including the Dutch Wikimedian Lodewijk Gelauff. Approximately 70 Wikipedians from home and abroad were invited to attend the ceremony in the Royal Palace in Amsterdam. Once again during that week, there was huge media interest in Wikipedia from a range of programmes, from current affairs to royalty watchers.

After the ceremony in the Palace, Wikimedia Nederland organised a WikiMeet for the Wikipedians who had come to Amsterdam and the office in Utrecht was open in the days that followed to foreign visitors who were staying in the Netherlands for the Dutch Wikimedia Conference on 28 November.

Public campaign

We ran a campaign on the social media in February to give the general public a better understanding of some basic facts about Wikipedia such as the fact that it is entirely the work of volunteers and not for profit. The goal of the campaign was emphatically not to recruit members or donors. During the campaign itself, it emerged that the lack of a tangible framework for action makes it difficult to conduct a focused campaign. The survey of editors (see below) showed that knowledge about the 'basic facts' had not been enhanced.

Motivaction survey of readers

In addition to the survey of Wikipedia editors, we also commissioned a survey of Wikipedia readers. A sample of readers was taken from an online survey panel. This sample was representative of the Dutch population aged 15 to 70. The survey showed that awareness of, use of and satisfaction with Wikipedia are high but that people are becoming less familiar with Wikipedia-related matters. These are matters such as the fact that everybody can post and edit articles, that all text and photos are freely available and that Wikipedia does not have any profit motive. Men generally use Wikipedia somewhat more often than women and they are generally slightly more positive about Wikipedia than women. Women are more emphatic in stating that it is improbable that they would contribute to Wikipedia in the next year in any form whatsoever.

Presentations, conferences etc.

- 21 May 2015 - Presentation by Arne Wossink for the Wiki Meeting at Utrecht University
- 4 June 2015 KNVI - Workshop on cultural heritage available online through Wikipedia Amsterdam. Presentation by Sandra Rientjes
- 3 July 2015 - Presentation by Arne Wossink for Inspiration day: more manufacturing industry on Wikipedia?! organised by the Made in Gelderland Festival
- 12 November 2015 - Information stand for Wikimedia Nederland at the KNVI Congress (manned by Arne Wossink)
- 18 November 2015 - Wikipedia and higher education. Eindhoven, Presentation by Sandra Rientjes
- 20 November 2015 - Presentation by Arne Wossink about "Wikipedian in Residence in Gelderland?" for the meeting of members of the Gelderland Heritage cooperative
- 7 December 2015 - Poster presentation for the DISH 2015 conference (by Arne Wossink)

	2015	2014
Newsletter recipients	1,367	1086
Followers on Twitter	2,060	1561
Likes on Facebook	359	203
Likes on Facebook for WLM	481	355
Likes on Facebook for Nature Project	156	117
Visitors to WMNL website	205,591 sessions	93,180 sessions
Wikimedia Nederland in the media	30 interviews (radio, TV, newspapers) 15 items on activities other than Erasmus Prize	6 interviews with representatives of WMNL 12 items covering activities

The Erasmus Prize, Wikipedia and the press

The awarding of the Erasmus Prize to the international Wikipedia community led to a rise in media attention, both at the announcement of the prize in January and at the presentation of the award in November. Newspapers and magazines, Internet media, radio and TV gave extensive coverage to the 'Wikipedia phenomenon'. The coverage was almost universally positive. Journalists often turn to the Wikimedia Nederland office if they want to write a story about Wikipedia. Wikimedia Nederland wants as many volunteers as possible to be heard.

January

- Wikipedia krijgt prestigieuze Erasmusprijs, Spits
- Erasmusprijs voor Wikipedia Nu.nl
- Erasmusprijs voor Wikipedia, NOS.nl
- Erasmusprijs 2015 voor Wikipedia. Nieuws.nl
- Erasmusprijs voor Wikipedia, Eindhovens Dagblad
- Erasmusprijs voor Wikipedia. AD
- Erasmusprijs 2015 naar Wikipedia, emerge.nl
- 'Het is wel een bepaald type dat voor Wikipedia schrijft: mannen', NOS op 3

- Wikipedia wint Erasmusprijs 2015, Executive People
- Wikipedia ontvangt Erasmusprijs 2015, DutchCowboys
- NOS news
- Interview with Sandra Rientjes about Erasmus Prize, Radio 6 Eerst Jaap. 08:20
- Erasmusprijs voor Wikipedia, Interview with Sandra Rientjes ,Radio 2 Gijs 2.0.
- Mr Wikipedia doet Nederland. Volkskrant
- Erasmusprijs naar Wikipedia. managersonline.nl
- Interview with users in Limburg, Taketa and Steinbach. L1 Avondgasten

November

- Casper Thomas: 'Strijd achter de schermen. Vijftien jaar Wikipedia'. In: De Groene Amsterdammer, 15 November 2015
- Dolph Kohnstamm: 'A-Zijzw (Gastcolumn)'. In: De Groene Amsterdammer, 15 November 2015
- Koning reikt Erasmusprijs 2015 uit aan Wikipedia Community, Website Blauw Bloed
- Koning reikt Erasmusprijs uit aan Wikipedia in Amsterdam. Het Parool
- Met het oog op morgen. Monday, 23 November 2015 - 23.00-00.00. Interview with Lodewijk Gelauff
- Wiki Loves Monuments is nu in 50 landen. Vijf vragen aan: Lodewijk Gelauff'. In: Het Parool, 24 November 2015
- Wikipedia-oprichter: vrouwen, doe mee! FD.
- 'Kroon op het werk van Wikipedia'. In: Trouw, 25 November 2015.
- Interview with Sandra Rientjes. Wekker-Wakker. NPO radio 5. 25 November 2015, 07.45
- Interview with Lodewijk Gelauff. Giel. NPO radio 3FM. 25 November 2015, 08.45
- 'Wikipedia drijft op inzet vrijwilligers'. In: Telegraaf, 25 November 2015.
- 'Verbazen over al die kennis. Erasmusprijs Wikipedia - Open Encyclopedie - Vijftien jaar gerespecteerd'. In: Leidsch Dagblad, 25 November 2015
- Immens populair, maar nooit onbesproken: Wikipedia wint prestigieuze Erasmusprijs, De Morgen
- 'Anderen kijken voetbal, ik vul Wikipedia'. Interview with Lodewijk Gelauff on RTLNieuws website.
- Discussion about Wikipedia in 'De Ochtend' (Radio1), 25 November, starting at 10.50 (skip to minute 54)
- Interview with Sandra Rientjes. NH Arjen Burggraaf. RTV Noord Holland. 25 November 2015, 9.15 Listen herestarting at 12.00.
- Interview with Lodewijk Gelauff on NOS.nl "De een speelt online een spelletje, ik schrijf voor Wikipedia". 25 November 2015, 14.47.
- Interview with Hay Kranen. Radio 1 News. NPO Radio 1 from 17.00-18.00
- Interview with Lodewijk Gelauff. Wout2Day (01:33:07).
- Interview with Lodewijk Gelauff. Niek van der Bruggen. QMusic.
- Coen en Sander show 25 November, 18.31 with Wikipedian Johan Bos
- Hallo Nederland (omroep Max)
- Lieven Scheire geeft spoedcursus Wikipedia. Van Gils en Gasten.
- Marianne Eggink. Wikipedia lonkt naar vrouwen en ouderen. Interview with Jimmy Wales. In Financieel Dagblad
- Interview with Sandra Rientjes. De ochtend van vier. NPO radio 4.
- Blauw Bloed (recording of the award ceremony in the Royal Palace)
- Leve de Wikipediaan - sympathieke online betweter, Volkskrant

Report on fulfilment of objectives in the 2015 Annual plan, Programme III: Communications

Strategic framework for 2013 - 2015

The support of members is essential. Our members are the organisation's ambassadors and advocates; in addition, a strong membership also furthers the impact of the organisation and its status in the outside world. The members are a valuable source of knowledge, expertise and manpower. In the years to come, we will be working on expanding our membership and intensifying

relations with our members.

In order to fulfil our mission (free knowledge for everybody), WMNL as an organisation needs to be able to count on a clear profile – and, even more importantly, on a sound reputation – with major stakeholder groups and the general public. Wikimedia Nederland needs to be an attractive partner for a wide range of organisations.

Objectives for 2015	Results	
Clear key data about members, editors and the public at large	Motivation survey provided key information	
At least 5 media reports relating to WMNL initiatives	30 interviews, 15 other items	
Increase in number of visitors, followers and subscribers of at least 25%	Recipients of newsletter + 25%, Twitter followers + 31%, visitors to website + 260%.	
10 newsletters published	10 newsletters	

Financial

Code	Description	Budgetted	Income	Expenditure	Difference	Explanatory note
III	Communications					
III.1.1.1	Stakeholder survey	17,000		17,128	-128	
III.1.3.1	Proactive dealings with the press, including training	2,500		2,503	-3	
III.1.4.1	Social media and website	2,000		4,253	-2,253	Unforeseen costs relating to outsourcing of server maintenance
	Total programme III	21,500		23,884	-2,384	N.B. relates to material costs only

4.4 Board and organisation

There were no major operations or reorganisations relating to governance and logistics in 2015. Although there was an additional 0.5 FTE, the office was not fully manned for most of the year due to a combination of circumstances. As a result, there was less capacity for external fund-raising. Even so, it proved possible in the final quarter to generate financing with external partners at the Prince Bernhard Culture Fund for the improvement of information about animal and plant species on Wikipedia.

The Wikimedia Foundation complimented Wikimedia Nederland for the soundness of our administrative organisation and the quality of our reports. The auditor also approved the annual report and financial statements for 2014.

Three new members joined the board after the elections in April. They will contribute their expertise relating to the worlds of museums, archives, libraries and higher education. A start was made on the development of the new multi-year strategy, which will be finalised in 2016.

	2015	2014	2013
Basic subsidy from WMF	304,000	304,000	269,231
Other income	100,895	76,029	49,282
Contributions	4,517	4,092	4,239
Donations	34,496	38,867	10,498
Contributions to activities, including GLAM Wiki	52,509	33,070	30,222
Other income	9,373		
Total	404,895	400,099	318,513

Report on fulfilment of objectives in the 2015 annual plan, Programme IV: Organisation

4.4.1 Association business

- By repeating the stakeholder survey conducted in 2013, we will improve our understanding of the wishes of members and donors.
- In all our activities, we will draw people's attention to the option of membership.

Objectives for 2015	Results	Comments
Research data about wishes	-	-

and expectations of members		
Number of members to increase by 20%	Number of members increased by 10%	The membership records were cleared up in a one-off operation in 2015 to account for the non-payment of membership fees.

4.4.2 Finances and reporting

Objectives for 2015	Results	Comments
€ 20,000 in donations	€ 34,496 in donations € 4,517 in membership fees	-
€ 50,000 in project financing	€ 52,509 in project financing (GLAM Wiki 2015)	Insufficient capacity for fund-raising due to changes in staff

4.4.3 Office developments

Objectives for 2015	Results	Comments
New employee as at 1 March 2015	Employee began on 1 February	-
Training and courses successfully completed by staff	Employees completed Google Analytics and English correspondence course	-

4.4.4 Board

Objectives for 2015	Results	Comments
Report on board assessment	Led to targeted recruitment of new board members in the social sectors relevant for Wikipedia	-

Financial

Code	Description	Budgetted	Income	Expenditure	Difference	Explanatory note
IV	Organisation					
	Association business					
IV.1.1.1	Member recruitment	3,000		4,380	-1,380	
IV.1.1.2	Member administration					
IV.1.1.2	General meeting and other member events	2,000		2,097	-97	
	Finances and reporting					
IV.1.2.1	APG application			136	-136	
IV.1.2.2	Other fund-raising			3,086	-3,086	Additional costs for changes to donation page and IDEal payments
IV.1.2.1	APG application					
IV.1.2.5	Financial statements, annual report and audit	4,000		12,151	-8,151	All costs associated with reporting (including translation and layout) have now been included here.
IV.1.2.6	Financial management and accounting					
	Office					
IV.1.3.1	Office management					
IV.1.3.2	HR			1,452	-1,452	
IV.1.3.3	Training	6,000		1,513	4,487	Planned course postponed by provider until 2016
IV.1.3.4	Work meeting					
	Board					
IV.1.4.1	Board expenses	5,000		3,450	1,550	Planned external board days cancelled
IV.1.4.2	Board support activities			152	-152	
	Total IV Organisation	20,000		28,416	-8,416	N.B. relates to material costs only

5. Financial statements, Vereniging Wikimedia Nederland

5.1 Valuation principles

5.1.1 Valuation principles for assets and liabilities

The financial statements were drafted on the basis of the Dutch Annual Reporting Guideline 650 for fund-raising institutions, and in accordance with the provisions of Part 9, Book 2 of the Netherlands Civil Code. The financial statements are in euros. The valuation of assets and liabilities and the determination of the result are based on historical cost. Unless stated otherwise for the relevant principle for the specific balance sheet item, the assets and liabilities have been entered at nominal value. The tangible fixed assets are valued at purchase value and depreciated using a straight-line approach based on economic life.

Other fixed assets are valued at purchase or production cost, including directly attributable costs, less linear depreciation over the expected useful life and future impairment.

The debts are recorded at fair value at initial recognition and subsequently measured at amortised cost. This is equal to the nominal value.

5.1.2 Principles for the determination of the result

Income and charges are allocated to the year to which they relate. Profits are only entered when realised on the balance-sheet date. Liabilities and possible losses originating before the end of the financial year are included if they are known before the financial statements are drawn up.

5.2 Balance sheet

		31 Dec 2015		31 Dec 2014	
ASSETS	€	€	€	€	€
Tangible fixed assets		720		3,807	
		720		3,807	
Inventory					
Accounts receivable and accruals	19,628		9,258		
Cash at bank and in hand	153,755		243,945		
		173,383		252,752	
Total		174,103		256,559	
LIABILITIES					
Reserves and funds					
- reserves					
- other reserves	125,868		200,940		
		125,868		200,940	
- funds					
- earmarked funds				0	
		125,868		200,940	
Current liabilities		48,235		55,619	
Total		174,103		256,559	

5.2.1 Explanatory note to the balance sheet

Explanatory note to the assets

Tangible fixed assets

Wikimedia Nederland made no individual investments in tangible fixed assets exceeding € 450 in 2015. The furniture and ICT hardware purchased previously will be depreciated over a period of three years on a straight-line basis.

Overview of changes in tangible fixed assets for 2015

	Fixtures, fittings, tools and equipment €
<u>Balance as at 1 January 2015</u>	
Purchase cost	9,438
Cumulative depreciation	5,631
Book value	3,807
<u>Changes</u>	
Investments	0
Changes in advance payments	0
Purchase cost of disposals	0
Depreciation of tangible fixed assets	3,086
Future impairment Tangible fixed assets	0
Depreciation of disposals	0
Balance	3,086
<u>Balance as at 31 December 2015</u>	
Purchase cost	9,438
Cumulative depreciation	8,718
Book value as at 31 December 2015	720
Depreciation percentage	20-33%

Accounts receivable and accruals

The open entries concern bank interest to be received, prepaid expenses for 2016 for the contracting of experts for the 'better manners' project and prepaid expenses such as rent, pension contributions and insurance.

Changes in other receivables				
		2015	2014	
		€	€	
Prepaid rental costs		3,986	3,953	
Prepaid pension costs		1,240	1,081	
Other prepaid costs		1,202	1,511	
Prepaid costs for 'better manners' project		11,919	0	
Income to be received, such as interest		1,281	2,713	
Total Other receivables		19,628	9,258	

Explanatory note to the liabilities

Current liabilities

These are outstanding invoices and expense statements from 2015, amounts received in advance (such as membership contributions and € 4,000 received in advance from Wikimedia France for the costs of the Wikimedia Free Knowledge Advocacy Group 2016), and staff-related liabilities (reservation for holiday pay and holiday time valued as cash).

Changes in Current liabilities				
		2015	2014	
		€	€	
Supplier accounts payable		14,569	21,276	
Tax/Social Security due		2,979	3,485	
Other current liabilities		4,611	6,617	
Accruals and deferred income		26,077	24,241	
Total Current liabilities		48,235	55,619	

5.2.2 Overview of changes in reserves and funds

Overview of changes in reserves and funds				
	2015	2014	2013	
	€	€	€	
Reserves				
Other reserves				
Balance as at 1 January	200,940	183,699	186,052	
From profit appropriation	-75,071	17,241	-2,352	
Addition to earmarked funds				
Balance as at 31 December	125,868	200,940	183,699	
	31 Dec 2015	31 Dec 2014	31 Dec 2013	
Earmarked funds				
Earmarked funds for professionalisation	0	0	0	
Earmarked funds for Cosyne	0	0	0	
Earmarked funds for international investments	0	0	0	
Earmarked funds for WMF	0	0	0	
Total	0	0	0	

5.2.3 Off-balance-sheet entitlements and commitments

Commitments: rental of office space

The annual rental obligations for real estate entered into with third parties total € 15,808. The remaining term of the lease is 2 years. € 15,808 within one year and zero between one and five years. Zero after more than five years. Total € 15,808

Entitlements

A donor made a donation of € 5,000 by notarial deed, to be transferred in five annual instalments. Four instalments have now been received.

5.3 Income statement

		Actual 2015		Budgetted 2015		Actual 2014
		€		€		€
Income:						
- Income from own fund-raising activities	395,522		434,994		400,029	
- Income from joint campaigns	0		0		0	
- Income from third-party campaigns	0		0		0	
- Subsidies from government authorities	0		0		0	
- Interest receivable and Income from investments	1,281		0		2,665	
- Other Income	7,637		0		2,161	
Total income		404,440		434,994		404,855
Charges:						
Spent on objectives						
- I Community	55,008		113,320		51,100	
- II Work/content	203,004		151,092		141,593	
- III Association			0		27,220	
- IV Finances			0		0	
- V Global			0		36,749	
- VI Organisation			0			
- Communications	53,732		54,101			
		311,744		318,512		256,662
Fund-raising						
- Costs of own fund-raising activities	14,704		9,568		5,360	
- Costs of joint campaigns			0		0	
- Costs of third-party campaigns			0		0	
- Costs of obtaining government subsidies			0		0	
- Costs of investments			0		0	
		14,704		9,568		5,360
Management and accounting						
- Costs of management and accounting		153,062		106,914		125,591

Total charges		479,511		434,994		387,613
Balance of income and charges		-75,071		0		17,241
Appropriation of balance for 2015						
Addition/withdrawal to/from:						
- continuity reserve				0		0
- appropriated reserves				0		0
- revaluation reserve				0		0
- other reserves		-75,071		0		17,241
- appropriated funds				0		0
Total		-75,071		0		17,241

5.3.1 Explanatory note to the income statement

Explanatory note to the income

The income is lower than originally planned. The award of the annual-plan grant by the Wikimedia Foundation (the chief financier) was lower than expected. There was less capacity for external fund-raising than desirable as a result of staff changes. Given the size of the reserves, it was decided to implement the programme as planned. This is also in line with comments made by the Funds Dissemination Committee of the Wikimedia Foundation.

Income from own fund-raising activities		31 Dec 2015
Collections	0	
Donations and gifts	34,496	
Contributions	4,517	
Sponsorship		
Legacies	0	
Own lotteries and competitions	0	
Sales of goods	0	
Other income from own fund-raising activities		
Income from joint campaigns	0	
Income from third-party campaigns	0	
Subsidies from government authorities	0	
WMF Grant: FDC + GLAM Wiki	356,509	
		395,522
Interest receivable and income from investments		1,281
Other income		
Contribution from Eventbrite for GLAM Wiki	2,487	

Contribution from Dutch Institute for Sound and Vision for GLAM Wiki	4,000	
WCN Contribution	1,150	
		<u>7,637</u>
Total Income		404,440

Explanatory note to the charges

Non-conformities with the budget

The programme costs were higher than budgeted, mainly because of extra activities in the context of the award of the Erasmus Prize. Permission was obtained for this expenditure at the General Meeting in April 2015.

Both income and expenditure were higher than budgeted for the 2015 GLAM-Wiki Conference. However, in the end, the costs of this activity were covered.

The disappointing income could not be not offset by cuts to the office costs. This was related to, among other things, the fact that management of the server had to be outsourced during the course of the year. These costs, amounting to more than € 10,000, were unexpected.

Salary expenses

The number of employees on 1 January 2015 was 6. The number of employees on 31 December 2015 was 5 (3.5 FTE, 3.4 FTE in 2014).

Vereniging Wikimedia Nederland does not have any staff schemes. Vereniging Wikimedia Nederland did take out a pension scheme in 2014. All staff have signed a pension contract for that scheme.

Allowances paid to board members

The members of the board receive no fees. The association does not pay attendance fees. In accordance with the declaration rules of the association, expenses were reimbursed, particularly travelling expenses.

The following commitment applies under the articles of association: all payments made directly or indirectly to members of the board are included as such in the financial statements of the association and explained.

5.3.2 Specification and allocation of costs according to category

Appropriation			Objective		Fund-raising						Total	Budgetted	Total
												2015	2014
	I COMMUNITY	II CONTENT	III COMMUNICATIONS	IV ORGANISATION	Own fund-raising activities	Joint campaigns	Third-party campaigns	Subsidies	Investments	Management & accounting			
Charges													
Subsidies and contributions	19,315	10,339	0	0	0	0	0	0	0	1,292	30,946	36,700	27,397
Contributions to WMF	0	0	0	0	0	0	0	0	0	0	0	0	0
Purchases and acquisitions	13,434	47,079	3,416	8,385	0	0	0	0	0	0	72,314	84,500	38,120
Work contracted out	0	60,828	20,468	2,552	14,704	0	0	0	0	9,225	107,777	67,250	77,690
Publicity and communications	0	0	2,000	0	0	0	0	0	0	0	2,000	2,000	2,205
Staff costs	18,606	70,846	23,277	57,686	0	0	0	0	0	52,321	222,735	202,444	183,188
Housing expenses	1,758	6,694	2,199	5,451	0	0	0	0	0	4,945	21,047	20,000	22,360
Office expenses and general overhead	1,638	6,236	2,049	5,078	0	0	0	0	0	4,600	19,601	18,900	33,567
Depreciation and interest	258	982	323	799	0	0	0	0	0	729	3,086	3,200	3,086
	55,008	203,004	53,732	79,951	14,704	0	0	0	0	73,112	479,511	434,994	387,613

Explanatory note to the specification

The figures in this overview differ from the financial figures in Chapter 4 of the annual report. Chapter 4 lists only material expenses incurred for specific activities. This overview also allocates staff, office and accommodation expenses to activities.

For the allocation of "general" expenses to the various categories - objectives (I-V), fund-raising, and management and administration - the following system was used:

- Material expenses were allocated as much as possible to activities (which are themselves clearly allocated to one of the categories).
- Staff expenses have been allocated on the basis of the actual hours spent on each project with respect to the total number of hours worked in accordance with contracts.
- 'Office and general expenses' have been allocated on the basis of the actual hours spent on each project with respect to the total number of hours worked in accordance with contracts.
- Housing expenses have been allocated on the basis of the actual hours spent on each project with respect to the total number of hours worked in accordance with contracts.

5.3.3 Costs per group of activities

The costs per group of activities are detailed in the description of the activities for each thematic priority in Chapter 4.

6. Other information

6.1 Profit appropriation

The balance of reserves and funds as at 31 December 2015, before profit appropriation, was as follows:

Other reserve: € 200,940

The result before appropriation was € 75,071 negative. Pending the General Assembly, the result for the financial year 2015 of € 75,071 will be deducted from other reserves.

6.2 Auditor's statement



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Controleverklaring van de onafhankelijke accountant

Aan: de Algemene Ledenvergadering en het bestuur van Vereniging Wikimedia Nederland

Verklaring over de jaarrekening 2015

Ons oordeel

Wij hebben de jaarrekening 2015 van Vereniging Wikimedia Nederland te Utrecht gecontroleerd.

Naar ons oordeel geeft de in dit rapport opgenomen jaarrekening een getrouw beeld van de grootte en de samenstelling van het vermogen van Vereniging Wikimedia Nederland op 31 december 2015 en van het resultaat over 2015 in overeenstemming met de in Nederland geldende Richtlijn voor de Jaarverslaggeving 650 - Fondsenwervende instellingen (RJ 650).

De jaarrekening bestaat uit:

1. de balans per 31 december 2015;
2. de staat van baten en lasten over 2015; en
3. de toelichting met een overzicht van de gehanteerde grondslagen voor financiële verslaggeving en overige toelichtingen.

De basis voor ons oordeel

Wij hebben onze controle uitgevoerd volgens het Nederlands recht, waaronder ook de Nederlandse controlestandaarden vallen. Onze verantwoordelijkheden op grond hiervan zijn beschreven in de sectie 'Onze verantwoordelijkheden voor de controle van de jaarrekening'.

Wij zijn onafhankelijk van Vereniging Wikimedia Nederland zoals vereist in de Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO) en andere voor de opdracht relevante onafhankelijkheidsregels in Nederland. Verder hebben wij voldaan aan de Verordening gedrags- en beroepsregels accountants (VGBA).

Wij vinden dat de door ons verkregen controle-informatie voldoende en geschikt is als basis voor ons oordeel.

Verantwoordelijkheden van het bestuur voor de jaarrekening

Het bestuur is verantwoordelijk voor het opmaken en het getrouw weergeven van de jaarrekening in overeenstemming met RJ 650. In dit kader is het bestuur verantwoordelijk voor een zodanige interne beheersing die het bestuur noodzakelijk acht om het opmaken van de jaarrekening mogelijk te maken zonder afwijkingen van materieel belang als gevolg van fouten of fraude.

Bij het opmaken van de jaarrekening moet het bestuur afwegen of de onderneming in staat is om haar werkzaamheden in continuïteit voort te zetten. Op grond van genoemd verslaggevingsstelsel moet het bestuur de jaarrekening opmaken op basis van de continuïteitsveronderstelling, tenzij het bestuur het voornemen heeft om de stichting te liquideren of de bedrijfsactiviteiten te beëindigen of als beëindiging het enige realistische alternatief is. Het bestuur moet gebeurtenissen en omstandigheden waardoor gerede twijfel zou kunnen bestaan of de onderneming haar bedrijfsactiviteiten in continuïteit kan voortzetten, toelichten in de jaarrekening.

Onze verantwoordelijkheden voor de controle van de jaarrekening

Onze verantwoordelijkheid is het zodanig plannen en uitvoeren van een controleopdracht dat wij daarmee voldoende en geschikte controle-informatie verkrijgen voor het door ons af te geven oordeel.

Onze controle is uitgevoerd met een hoge mate maar geen absolute mate van zekerheid waardoor het mogelijk is dat wij tijdens onze controle niet alle fouten en fraude ontdekken.

Afwijkingen kunnen ontstaan als gevolg van fraude of fouten en zijn materieel indien redelijkerwijs kan worden verwacht dat deze, afzonderlijk of gezamenlijk, van invloed kunnen zijn op de economische beslissingen die gebruikers op basis van deze jaarrekening nemen. De materialiteit beïnvloedt de aard, timing en omvang van onze controlewerkzaamheden en de evaluatie van het effect van onderkende afwijkingen op ons oordeel.

Wij hebben deze accountantscontrole professioneel kritisch uitgevoerd en hebben waar relevant professionele oordeelsvorming toegepast in overeenstemming met de Nederlandse controlestandaarden, ethische voorschriften en de onafhankelijkheidseisen. Onze controle bestond onder andere uit:

- het identificeren en inschatten van de risico's dat de jaarrekening afwijkingen van materieel belang bevat als gevolg van fouten of fraude, het in reactie op deze risico's bepalen en uitvoeren van controlewerkzaamheden en het verkrijgen van controle-informatie die voldoende en geschikt is als basis voor ons oordeel. Bij fraude is het risico dat een afwijking van materieel belang niet ontdekt wordt groter dan bij fouten. Bij fraude kan sprake zijn van samenspanning, valsheid in geschrifte, het opzettelijk nalaten transacties vast te leggen, het opzettelijk verkeerd voorstellen van zaken of het doorbreken van de interne beheersing;
- het verkrijgen van inzicht in de interne beheersing die relevant is voor de controle met als doel controlewerkzaamheden te selecteren die passend zijn in de omstandigheden. Deze werkzaamheden hebben niet als doel om een oordeel uit te spreken over de effectiviteit van de interne beheersing van de stichting;
- het evalueren van de geschiktheid van de gebruikte grondslagen voor financiële verslaggeving, en het evalueren van de redelijkheid van schattingen door het bestuur en de toelichtingen die daarover in de jaarrekening staan;
- het vaststellen dat de door het bestuur gehanteerde continuïteitsveronderstelling aanvaardbaar is. Tevens het op basis van de verkregen controle-informatie vaststellen of er gebeurtenissen en omstandigheden zijn waardoor gereede twijfel zou kunnen bestaan of de onderneming haar bedrijfsactiviteiten in continuïteit kan voortzetten. Als wij concluderen dat er een onzekerheid van materieel belang bestaat, zijn wij verplicht om aandacht in onze controleverklaring te vestigen op de relevante gerelateerde toelichtingen in de jaarrekening. Als de toelichtingen inadequaat zijn, moeten wij onze verklaring aanpassen. Onze conclusies zijn gebaseerd op de controle-informatie die verkregen is tot de datum van onze controleverklaring. Toekomstige gebeurtenissen of omstandigheden kunnen er echter toe leiden dat een onderneming haar continuïteit niet langer kan handhaven;
- het evalueren van de presentatie, structuur en inhoud van de jaarrekening en de daarin opgenomen toelichtingen; en
- het evalueren of de jaarrekening een getrouw beeld geeft van de onderliggende transacties en gebeurtenissen.

Verklaring betreffende overige door wet- of regelgeving gestelde vereisten

Andere informatie

Dit rapport omvat, naast de jaarrekening en onze controleverklaring daarbij, andere informatie.

De andere informatie bestaat uit:

- het bestuursverslag

Wij vermelden op basis van de verplichtingen onder de controlestandaarden dat we niets te rapporteren hebben met betrekking tot andere informatie.

Ons oordeel over de jaarrekening omvat niet de andere informatie en we brengen over de andere informatie geen controleoordeel of andere vorm van assurance conclusie tot uitdrukking. In het kader van onze controle van de jaarrekening is het, op basis van de controlestandaarden, onze verantwoordelijkheid om de andere informatie te lezen. Hierbij overwegen wij of een inconsistentie van materieel belang bestaat tussen de andere informatie en de jaarrekening. Hiertoe gebruiken wij de verkregen controle-informatie van de jaarrekeningcontrole en de tijdens de controle getrokken conclusies. Daarnaast gaan wij na of de andere informatie anderszins afwijkingen van materieel belang lijkt te bevatten. Als wij concluderen, gebaseerd op werkzaamheden die wij hebben uitgevoerd, dat deze andere informatie een afwijking van materieel belang bevat, zijn wij verplicht dit feit te rapporteren.

Het bestuur is verantwoordelijk voor het opstellen van de andere informatie.

Wognum, 5 april 2016

BDO Audit & Assurance B.V.
namens deze,

w.g. H.C.J. Bot RA

7. Annex

7.1 Future

The annual plan and budget for 2016 were adopted by the general meeting of 26 September 2015. On that basis, an application was submitted to the Funds Dissemination Committee of the Wikimedia Foundation for a basic subsidy of € 304,000. The FDC advised granting this application and this recommendation was adopted by the board of the Wikimedia Foundation. It has been decided not to submit any amended budget but to keep an eye on expenditure, to raise external funds and to cover any shortfalls from reserves.

7.1.1 Budget for 2015 and 2016

		Budgetted 2015		Budgetted 2016
		€		
Income:				
Income from own fund-raising activities		434,994		420,000
Income from joint campaigns		0		0
Income from third-party campaigns		0		0
Subsidies from government authorities		0		0
Interest receivable and income from investments		0		0
Other income		0		0
Total income		434,994		420,000
Charges:				
Spent on objectives				
I COMMUNITY	113,320		105,819	
II CONTENT	151,092		165,069	
III COMMUNICATIONS	54.101		45,730	
		318,512		316,618

Fund-raising				
Costs of own fund-raising activities	9,568		17,659	
Costs of joint campaigns				
Costs of third-party campaigns				
Costs of obtaining government subsidies				
Costs of investments				
		9,568		17,659
Management and accounting				
Costs of management and accounting		106,914		86,255
Total charges		434,994		420,532
<i>Balance of income and charges</i>		0		-532
Appropriation of balance for 2015				
Addition/withdrawal to/from:				
Continuity reserve				
Appropriated reserves				
Revaluation reserve				
Other reserves				
Earmarked funds				

Note on the budget relating to guideline 650 of the Council for Annual Reporting

Background

The drafting of the budget and annual statements in accordance with Guideline 650 of the Council for Annual Reporting (for fund-raising institutions) is one of the requirements for the CBF certificate for small charities. At present, there is no prospect of that certificate actually being granted. One of the main reasons for this is that most fund-raising by far under the Wikimedia flag in the Netherlands is not organised by the Vereniging Wikimedia Nederland (WMNL) but by the Wikimedia Foundation. It was thought that this could result in confusion between an organisation with CBF approval and an organisation with no approval of that kind. Nevertheless, we have again maintained the system conforming to guideline 650, at least until a decision has been made in 2015 about whether it is desirable or feasible to conduct our own fund-raising for the Wikimedia movement in the Netherlands once again. Doing so means that we will not need to make alterations to the system if WMNL decides to engage in its own fund-raising again and if the Wikimedia Foundation allows us to go down that road.

Reserves

In accordance with the Articles of Association, the general reserve (continuity reserve) must, in principle, not exceed a sum of six months of operational expenses at the end of the financial year: € 106,000. At present, there are no other reserves or appropriated funds in addition to that sum.

Staff expenses

Staff expenses comprise wages, social security premiums and employer charges, and in some cases an allowance for commuting by public transport. In addition, employees can declare expenses and have them reimbursed when those expenses have been incurred during the course of their duties for the association. The budgetted expenses for commuter travel amount to € 8,000. The other salary expenses amounting to € 199,000 can, on the basis of the percentages for the current year (2015), be broken down as follows: gross wages approximately € 155,300, pension premiums approximately € 7,000, holiday pay approximately €14,700, social security charges and employer contributions approximately € 28,000 and fixed tax-free expense allowances approximately € 500. This does not therefore include occasional allowances which will also comprise expenses for the purposes of specific programmes.

Allowances for board members

As stated in the Articles of Association, the board members do not receive any remuneration or reimbursement as such, except for an allowance for expenses incurred during the course of their duties for the association. At present, none of the board members have yet availed themselves of the option referred to in the Articles of Association for non-excessive attendance fees and no payment of such attendance fees is expected for 2016 either.

Percentages

Guideline 650 requires annual reports to state two percentages: the costs of own fund-raising activities divided by the income from own fund-raising activities ('cost percentage'), and the percentage of expenditure on the objective by comparison with total expenditure ('spending on objectives'). Like last year, the FDC contribution will be included as income from own fund-raising activities since applications from associations with sizeable budgets and a 'track record' can also be cut considerably on occasion or even rejected and this is therefore certainly not a guaranteed source of income. The percentages are therefore:

Cost percentage: 4.2 %

Spending on objectives: 75.4

