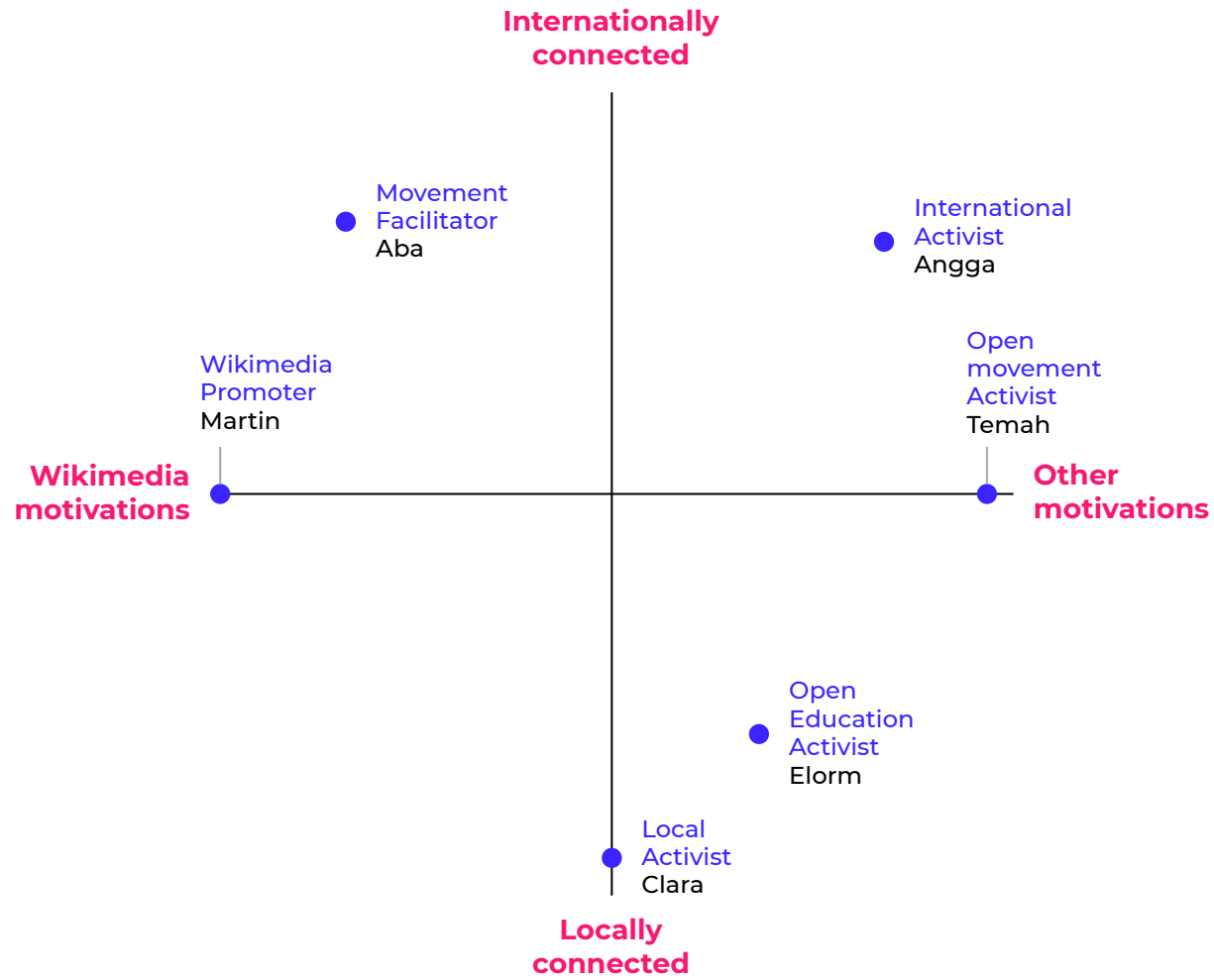


APPENDIX VII. PERSONAS



International Activist:
ANGGA

Supporting local Wikimedia community via mentoring and international connections to resources. Individually supported by funds from a Wikimedia Foundation annual plan grant. Employed as a regranter for a large NGO and balancing family and work responsibilities.

Local Activist:
CLARA

Collaborating with local Wikimedians on events. Receiving mentoring on events planning from affiliate staff. Less motivated to contribute content than to support others. Balancing volunteering for Wikimedia, a full time job as a journalist and responsibilities for a young family.

Movement Facilitator:
ABA

Supporting local Wikimedia community by providing resources and mentoring. Well respected and known content contributor to Wikimedia projects. Wants more accurate representation of Ghana and African countries on English Wikipedia. Balancing freelance work as an events planner (including for Wikimedia Foundation), volunteering and family responsibilities.

Open movement Activist:
TEMAH

Ensuring local facilitators have what they need for successful editathons, and reporting is done well. Not contributing content much, but contributes organizational skills. Balancing volunteer work for both the local Wikimedia affiliate and another NGO with working part time.

Open Education Activist:
ELORM

Volunteering to facilitate editathons with support from affiliate. Wants to access Kiwix for the students he teaches about ICT, thought they have little access to technology. Sees the value in the Wikimedia movement, but it is not easy for him to contribute content. Balancing full time work, volunteering and family responsibilities.

Wikimedia Promoter:
MARTIN

Supporting Argentine affiliate with events planning, grant writing and reporting. Less of a contributor, and supports organizers who teach others to contribute content. Loves the Wikimedia movement and will do whatever he can to see it grow. Balancing volunteering, full time work and a new family.



Photo by Tri Fatono (CC0), <https://www.pexels.com/photo/businessman-984072/>

ANGGA — 43

INTERNATIONAL ACTIVIST

📍 Location

Jakarta, Indonesia

📄 Occupation

Technology access NGO

🗣️ Languages

Bahasa, English, 3 local Indonesian languages

📱 Devices

High end Android smartphone, Acer laptop

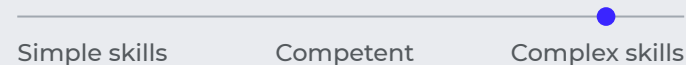
Organizing skills



Organizing career – people impacted



Wikimedia projects fluency



Goals

Desired organizing experience

- ▲ Multilingual conferences and international events, so he can focus on content instead of spending his time translating for his colleagues.
- ▲ Easier access to international funding

Long term goals

- ▲ Make it easier for people to use their local languages online.
- ▲ Preserve Indonesian culture and language online.
- ▲ Convince cultural institutions to share more openly with the world via projects designed to free and preserve cultural content.
- ▲ Continue scaling funding for people doing the work of languages and culture preservation in Indonesia.

Challenges

- ▼ Bridging the demands from the western funders for his projects, and the work norms and expectations of the people he works with in Indonesia.
- ▼ The time and effort it takes to translate between English and his communities' languages; he wishes he could pay for translation services.

About Angga

Background

Angga has a business management career and splits his time between a large international NGO focused on information and technology access, and his work as a WMF affiliate lead. Whenever possible, Angga works on preserving local languages and culture in Indonesia. He grew up and went to university in Jakarta, earning a business degree. He primarily works and speaks in Indonesian and English but uses several local Indonesian languages with family and friends. He is married and has 4 children, two of whom are local attending universities. Angga's wife manages their home and supports their children in doing well in school.

Angga is dedicated to his work and family, and having time for both is challenging. He is good at building partnerships, but in Indonesia, developing the trust for a partnership takes many face-to-face meetings, so Angga is often away from home.

Networking and communication habits

Angga uses his phone to connect with family and friends, and to read international news, looking in particular for changes that might impact his relationships with funders and partners. He regularly monitors social media channels and email lists, checking them daily and posting information about projects in his communities.

Perception of and involvement in the movement

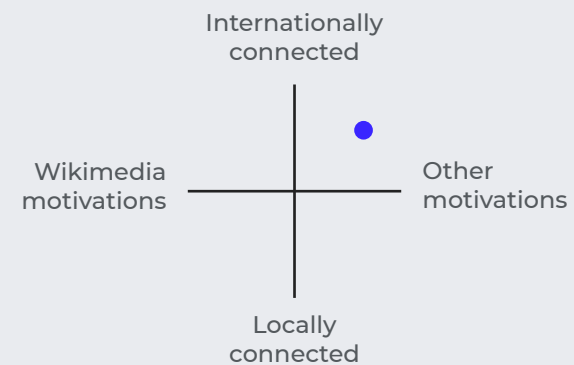
Angga works closely with the Indonesia Wikimedia community to provide professional support as a manager and facilitator. Although it has taken a lot of effort, community processes are slowly becoming more streamlined because of Angga's management skills and ability to find funding for his group. The international NGO funding the majority of his salary focuses on providing internet access to developing communities, and this aligns well with his Wikimedia work. Angga spends most of his day managing the NGO regranting program across Indonesia, strengthening the Wikimedia community's funding opportunities, and creating grant reports for the Wikimedia Foundation.

Organizer type and activities

Angga regularly attends international conferences and events, and speaks about the Wikimedia movement and projects across South Asia. He is connected to an international network of activist organizers. Through his network, Angga can create coalitions that help Indonesians preserve and share their languages and culture. He passionately connects the goals of the Wikimedia movement with clear calls to action, inspiring people to join projects.

In the Indonesian affiliate, he helps his team become more organized by defining roles and creating accountability. He wants to create more paid roles in Wikimedia for preserving Indonesian language and culture. He mentors the people who show promise in organizing. He encourages them to work in other movements where they also find passion, so they can contribute more broadly.

Angga's behavior matrix



Angga's roles

Supporter

- Cultural Interpreter
- Language Translator
- Strategist
- Innovator

Implementer

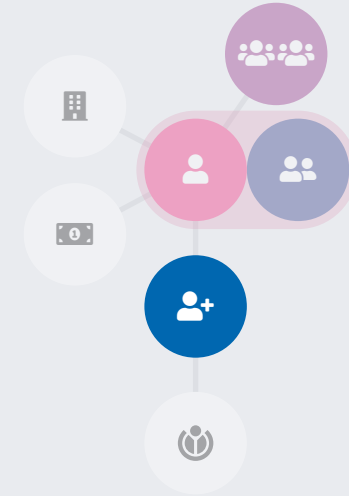
- Grant Writer

Connector

- Publicist
- Promoter
- Ambassador
- Partnership Manager
- Recruiter

In the network

Meta-Organizer



International Activist — Angga's journey

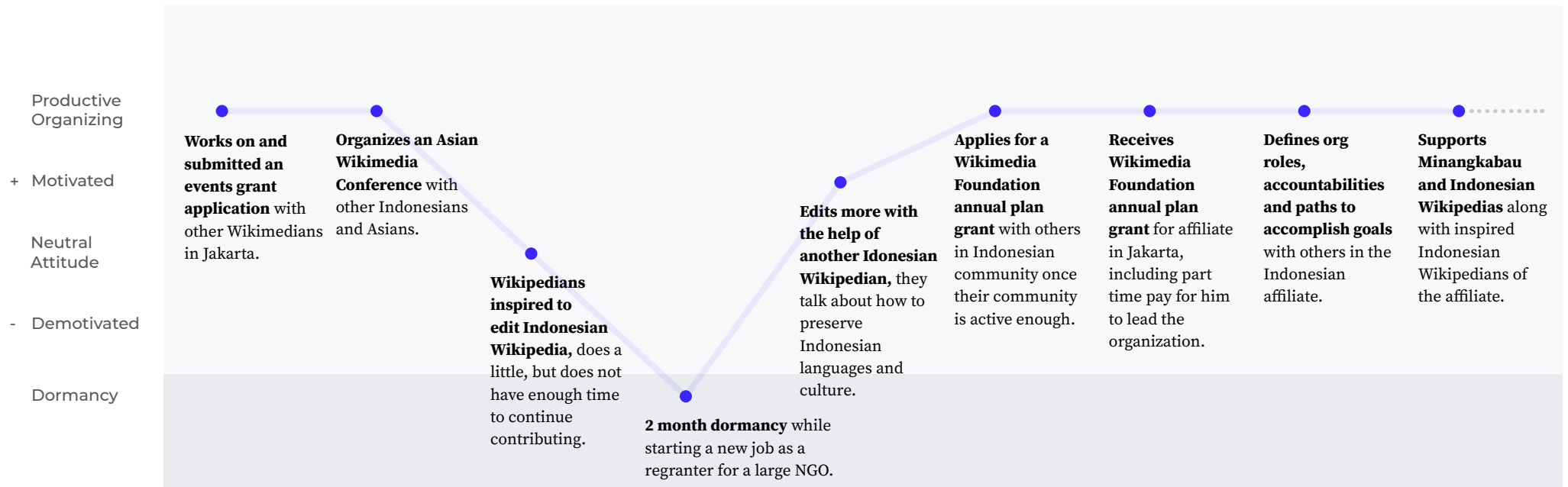


Photo by UN Women (CC-BY-NC-ND), <https://fic.kr/p/BUHFVX>



CLARA — 32

LOCAL ACTIVIST

📍 Location

Cordoba, Argentina

📄 Occupation

Freelance journalist

🗣️ Languages

Spanish, limited English

📱 Devices

Android Smartphone, Dell Laptop

Organizing skills

Basic ————— Proficient ————— Expert

Organizing career – people impacted

1 ————— 100 ————— 1000+

Wikimedia projects fluency

Simple skills ————— Competent ————— Complex skills

Goals

Desired organizing experience

- ▲ Mentoring and support to improve at Wikimedia projects within her community.
- ▲ Validation of her volunteer work from the international community.
- ▲ Understanding of how her Wikipedia contributions impact the way other journalists write about her community.

Long term goals

- ▲ Facilitate her community's knowledge creation and sharing.
- ▲ Preserve Cordoba's local history and current events as part of world history.
- ▲ Opportunities for personal development so that she can be better at supporting her community in sharing local knowledge and history.
- ▲ More members of her community reflecting on how knowledge is created.

Challenges

- ▼ Access to economic resources in the overlooked city of Cordoba. Most resources go to Buenos Aires.
- ▼ Event-induced stress - it's a constant concern that people will not show.

- ▼ Access to English web sites and information. She has just enough English to navigate English only categories on Wikimedia Commons, but sometimes has to use an online translation tool.
- ▼ Teaching people how to edit Wikipedia while she is still learning how the community works.

About Clara

Background

Clara wants the people of Argentina to remain engaged in their democracy to ensure that the human rights violations that occurred in her country will not happen again. This passion for democracy inspired her to become a journalist. As a student activist at La Plata University she connected with other activists across Argentina. Clara relies on her deep networks in journalism and activism for Wikimedia community organizing. After working in Buenos Aires for five years, she and her family moved to Cordoba. She currently works as a freelance journalist for local news outlets. Clara works on Wikimedia projects when her children are asleep, and often can't do Wikimedia organizing at all when work gets busy.

Networking and communication habits

She is highly skilled at using online journalism platforms like blogs and WordPress, does research using academic databases and government documents. When Spanish Wikipedia articles don't provide enough information, Clara refers to English Wikipedia, using online translation to assist her limited English. In addition to her activist network, Clara works closely with government officials and other legal professionals working on human rights.

Perception of and involvement in the movement

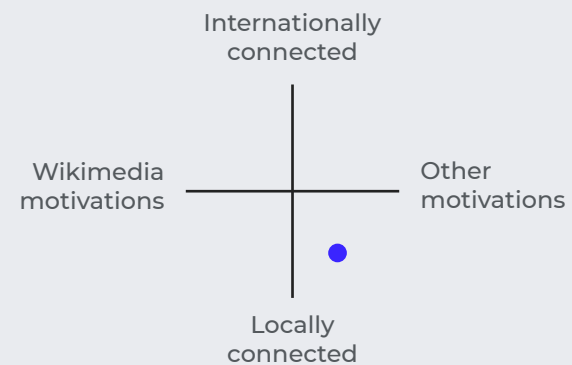
Clara first learned about Wikimedia at a journalist-focused workshop in Buenos Aires. At the event, she learned that anyone can edit Wikipedia, and that there are other Wikimedia projects like Commons and WikiData. Clara had an epiphany; she realized she could leverage the projects as tools for sharing knowledge on human rights issues. Over the past few years, Clara has connected with the

international Spanish-speaking Wikipedia movement, inspiring her to do more to support Wikimedia projects aligned with her cause all across South America.

Organizer type and activities

After moving back to Cordoba Clara met a photojournalist, and introduced him to Wikimedia Commons. Since then, they organized two editathon series in Cordoba. Clara promotes Wikimedia through her network by inviting people to events, and she and the photojournalist organize and facilitate the events. They have actively recruited two more people to help with event planning and facilitation. The Wikimedia affiliate in Buenos Aires provides funding and capacity building for her small group. Since Wikidata and Commons are easier to use, if a newcomer is struggling to edit, Clara and her team guide them towards contributions other than Wikipedia. Through trial and error, Clara realized that the people she wants to engage are motivated more by the topics they care about than the Wikimedia mission. So, for a recent editathon, she proposed current event topics relevant to her network. With interested people, they decided on a topic for the event and they saw greater attendance than before. Clara and her colleagues are focusing on an upcoming photography contest, each working at the capacity they can with full time jobs and families.

Clara's behavior matrix



Clara's roles

Implementer

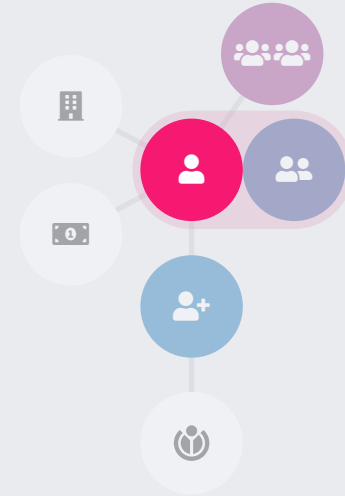
- Event Organizer

Connector

- Publicist

In the network

Organizer



Local Activist — Clara's journey

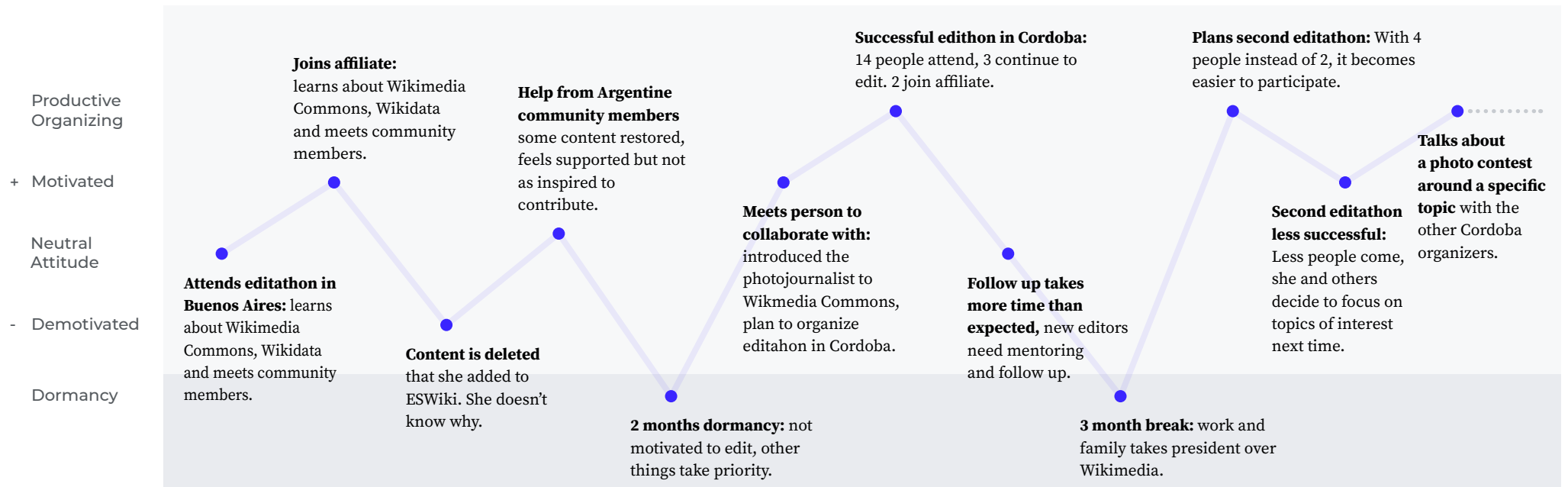


Photo by Eva Owusu (CC BY-SA), https://commons.wikimedia.org/wiki/File:Chanatan_ladies_at_work.jpg



ABA — 45

MOVEMENT FACILITATOR

📍 Location

Accra, Ghana

📄 Occupation

Event organizer

🗣️ Languages

Twi, English

📱 Devices

iPhone, Acer laptop

Organizing skills

Basic Proficient Expert

Organizing career – people impacted

1 100 1000+

Wikimedia projects fluency

Simple skills Competent Complex skills

Goals

Desired organizing experience

- ▼ Easier international transfer of money and resources to her community.
- ▼ To learn how other small communities across the movement grow to help her grow the Ghana community.
- ▼ To access more movement learnings, knowledge, skills and resources about community growth from the international community.

Long term goals

- ▼ Ensure the Ghanaian Wikimedia communities thrive and grow.
- ▼ To create a solid succession plan so she knows the community in Ghana can succeed as she moves further into international Wikimedia organizing.
- ▼ To support paths for Ghanaian and other African cultures to be visible in international spaces like the Wikimedia projects.

Challenges

- ▼ Working tactically with the Ghana community while thinking strategically with the international movement. It is hard to move easily between these levels of thinking, communicating and acting.
- ▼ Making sure enough events are happening to keep the Ghana volunteers engaged.

continue →

- ▼ Balancing family time, her event planning jobs including Wikimedia events, and volunteering with the movement.

About Aba

Background

Aba is married, has three grown children and lives in Accra. She has a business degree from a university in Accra. For several years after school, Aba was a freelance event planner, focusing on weddings, funerals, and other events. Through this work, she built connections and eventually was hired at an international hotel in Accra doing bookings and planning events. After five years, the hotel was sold and she and others lost their jobs. Aba now does freelance event planning, including contract work with the Wikimedia Foundation organizing large international events in Africa.

Networking and communication habits

Aba first used the internet at university. Though interested, she had little access so didn't really learn how to use it then. The skills she learned in university were all on paper and typewriters. She learned to use a computer and smartphone while at the hotel in Accra, getting a shared smartphone with her husband in 2008. Now they each have one and Aba has her own laptop. Aba's husband bought a laptop for their children to share. They believe computer skills will help their children's careers. Aba sees the value of the internet for connecting the people of the world, and wants to make sure Ghana and Africa are visible online. She feels particularly strongly about the Wikimedia movement, becoming a big promoter of the work, as well as a long time contributor to English Wikipedia and Wikidata.

Perception of and involvement in the movement

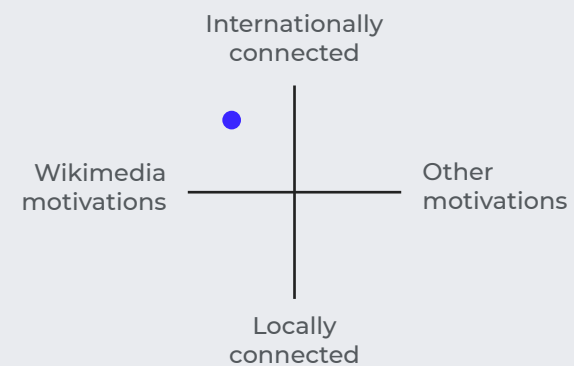
While working at the hotel, Aba spoke with a friend's daughter attending her first Bar Camp in Accra. The youth mentioned she learned how to edit Wikipedia, and wanted to to teach others. Aba hadn't known anyone could edit Wikipedia and noticed that information about Ghana was wrong or non-existent on English Wikipedia. Aba volunteered to help her friend's daughter run an editing event and learned to edit. In the decade since, Aba has joined the Ghana affiliate and contributes about Ghana to English Wikipedia and WikiData. Aba uses her event

management skills to help others run successful Wikimedia events, and promotes Wikimedia across Africa. She wants the communities in Ghana to grow, especially in rural areas where culture and history might easily be lost.

Organizer type and activities

Aba has had many roles in the Accra-area Wikimedia community, and for a period of time led the community. While she was working at the hotel, she applied for rapid grants to support events in Accra and Kumasi. Over time, Aba became a trusted Wikimedia community member. Recently, Aba got a short term contract for international event planning through the Wikimedia Foundation. She still volunteers with the Ghana affiliate and has passed on leadership for the local community to several others. Aba is very excited to see Twi Wictionary and Wikipedia grow, and more Ghanaian content on English Wikipedia. Though she is passionate and driven by the work, she frequently thinks, "It will be hard to continue at this pace."

Aba's behavior matrix



Aba's roles

Supporter

- Strategist
- Innovator
- Cultural Translator
- Mentor

Implementer

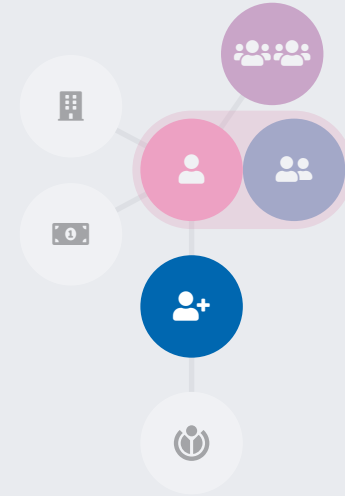
- Event Organizer

Connector

- Publicist
- Recruiter
- Ambassador
- Partnership Manager
- Professional ally

In the network

Meta-Organizer



Movement Facilitator — Aba's journey



Photo by Anthony Chinweuba (CCO), <https://www.pexels.com/photo/photo-of-man-wearing-floral-shirt-2327283/>



ELORM — 24

OPEN EDUCATION ACTIVIST

📍 Location

Kumasi, Ghana

📄 Occupation

Local public school technology teacher

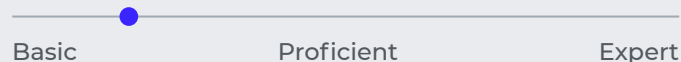
🗣️ Languages

English

📱 Devices

Android smartphone, borrows cousin's laptop when necessary

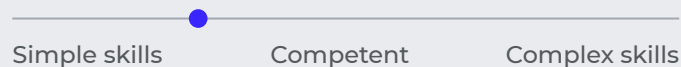
Organizing skills



Organizing career – people impacted



Wikimedia projects fluency



Goals

Desired organizing experience

- ▲ Mentoring and support in building partnerships with local schools.
- ▲ Better tools for finding free educational content for his school.
- ▲ To know his work is valuable for students and teachers.
- ▲ Access to a laptop for editing and organizing Wikimedia events.
- ▲ Easier Android Wikimedia editing tools so he can teach students to edit.

Long term goals

- ▲ To create free educational content for Ghanaian primary school students that reflects Ghana's context and culture.
- ▲ To equip his students with tech skills they need to succeed in the world.
- ▲ To find a job within Wikimedia to work on free educational content.
- ▲ To preserve knowledge from communities in Ghana on the internet.

Challenges

- ▼ Accessing the internet: it is expensive and slow in Ghana.
- ▼ Electricity not always being available, and

[continue →](#)

backup generators being expensive.

- ▼ His students have very little access to computers for learning.
- ▼ The school's administrator does not see that Kiwix is of value for his students and the teachers he works with.
- ▼ Getting content on English Wikipedia reverted. He does not understand why this happens, changes are reverted without any warning. He thinks that editors on English Wikipedia don't understand notability for Ghana.

About Elorm

Background

Elorm grew up and went to university in Kumasi, Ghana. He earned an Education degree with a technology focus. He lives with his parents and younger siblings in Kumasi. Elorm joined an interest group about open source software while at University where he first learned about Wikimedia projects. Elorm feels strongly that education should be free and include learning to use technology so that his students can find jobs other than unstable and low-income gigs and hustles.

Networking and communication habits

Elorm teaches his students about technology although they rarely have access to computers. The school has a small computer lab, but it is frequently locked because of lack of electricity in the school. He draws the basic elements of a computer, including a keyboard and mouse, on the chalkboard, and describes them. He draws a word processing interface and teaches his students how to interact with it to get students familiar before they can practice on a computer. Elorm's laptop is permanently broken. He fixed it a few times, but now borrows his cousin's laptop. Usually he uses his Android phone for everything. Once, when a new editor asked how to log into Wikipedia, Elorm made a screen recording of himself logging in on his phone and sent it to them.

Perception of and involvement in the movement

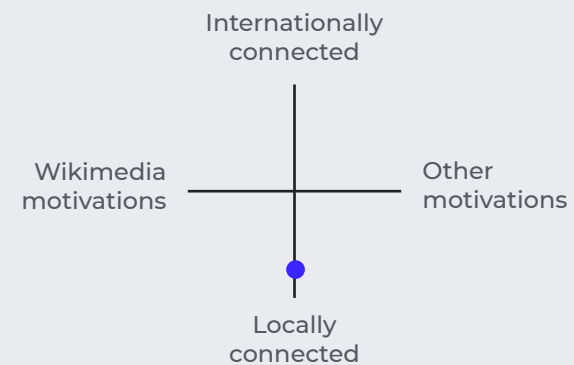
Elorm didn't have much interest in editing Wikipedia when he first learned about it. Six months ago, he was invited to a Wikipedia editathon in Accra and took the

12-hour round trip bus ride to attend. At the event, he learned basic editing on a friend's laptop, using the visual editor. Elorm was excited to learn about Kiwix and talked with an organizer about it for a long time about what it might do for his school. After the editathon, Elorm received an email inviting him to join the Ghana Wikimedia community, and he paid his dues to join. Elorm was soon asked to organize an editathon in Kumasi. He notices gaps in information about Ghana on English Wikipedia, and would like to edit, but it's too hard to edit on his phone. He can't find the visual editor. Elorm decided to edit only when he has access to a laptop, and works to get Kiwix for his school and support others to edit.

Organizer type and activities

Elorm and another new community member who has a laptop held one editathon in Kumasi. They learned from organizers in Accra how to make the event successful, and a professor from Elorm's University gave them free space and internet access. 15 people participated and edited Wikipedia during a six hour session. Two weeks after the event, three people joined the group, and are enthusiastic about hosting the next editathon. So far, Elorm has not been able to convince the administrator of his school, that Kiwix will be of value for to students and teachers; he doesn't have arguments that the administrator finds persuasive.

Elorm's behavior matrix



Elorm's roles

Supporter

- Facilitator
- Emotional Supporter
- Innovator

Implementer

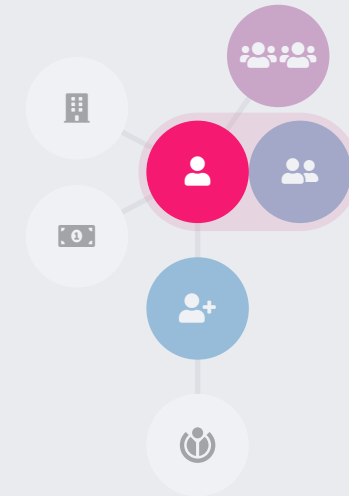
- Event Organizer
- Teacher

Connector

- Recruiter

In the network

Organizer



Open Education Activist — Elorm's journey

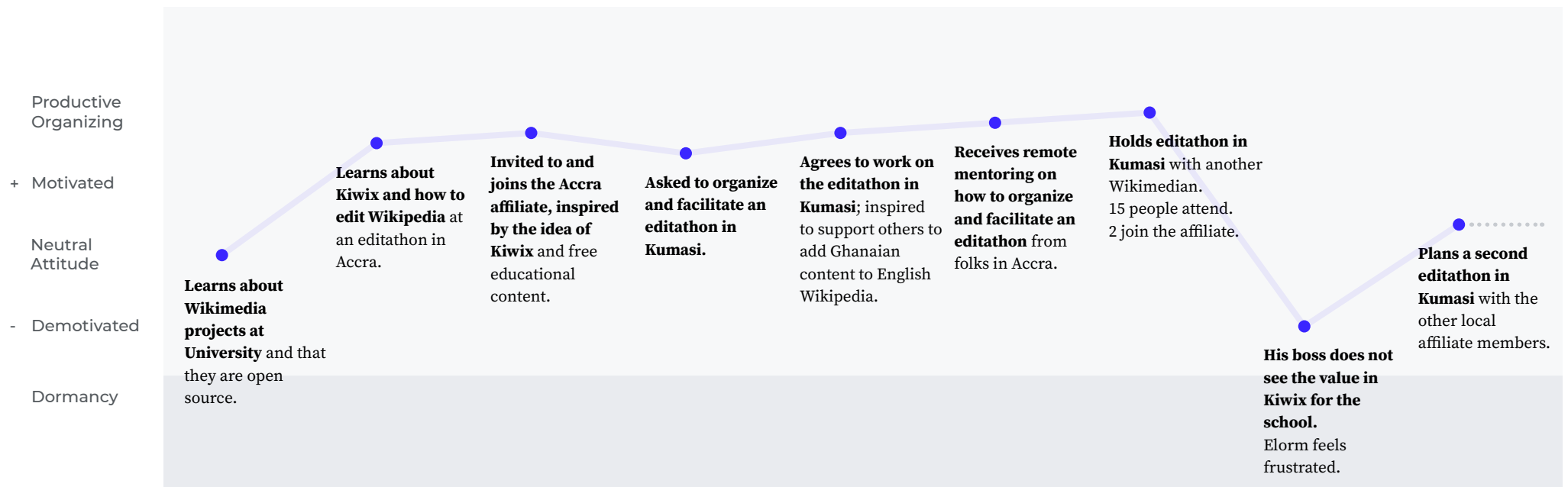




Photo by C.C. Chapman (CC BY-NC-ND), <https://flic.kr/p/bQJ3Wt>

TEMAH — 25

OPEN MOVEMENT ACTIVIST

📍 Location

Accra, Ghana

📄 Occupation

Volunteer for open source projects, including Wikimedia and Open Street Maps

🗣️ Languages

English

📱 Devices

Android smartphone, shares a Dell laptop with her sister

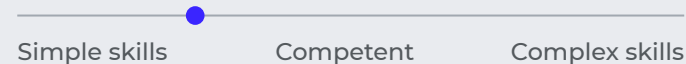
Organizing skills



Organizing career – people impacted



Wikimedia projects fluency



Goals

Desired organizing experience

- ▲ Mentoring and support to learn more about project management.
- ▲ Better learning opportunities from other organizers from Wikimedia and other NGO organizations in West Africa, as professional development.
- ▲ Validation that her work is valuable for her community.
- ▲ To find a job that she cares about and is passionate about.

Long term goals

- ▲ Expand the reach and resources for her Wikimedia affiliate, so they have easy access to physical space, internet and computers for events.
- ▲ A dependable income. She hopes that one of her many volunteer projects might provide income in the future.
- ▲ More opportunity to learn additional skills, and deepen the skills she possesses.

Challenges

- ▼ Electricity fluctuations in Accra disrupting her edits to Wikimedia projects.
- ▼ Editing full articles on her phone is challenging, instead, she adds images to Commons and English Wikipedia articles about famous Ghanaian women.

- ▼ Expensive data, and not all her community members having access at home. Although she advocates for active facilitators and contributors in her group to have their internet reimbursed, this still gets challenged.
- ▼ Transferring reimbursement of expenses to facilitators.
- ▼ Grant applications that take a lot of time and effort to write, and become more complicated to track once approved.

About Temah

Background

Temah lives with her parents and younger sister in Accra. She studied business administration at university, where she met people involved in the open software movement, both in Ghana and internationally. From them, Temah learned about Wikidata and Wikimedia Commons, and that Wikipedia is written by many people. While looking for work work, she began to volunteer for the Wikimedia community in Accra and other organizations. She likes contributing and learning valuable skills that add to her CV and further her interest in the open movement.

Networking and communication habits

Temah heavily relies on her Android smartphone's data for social media, messaging, and phone calls, and waits until she has wifi to save data costs. She learned to edit Wikipedia using the visual editor on the laptop she shares with her sister, so she doesn't know how to edit on her phone. Temah is constantly looking for opportunities to advocate for the open movement, and needs to find more work.

Perception of and involvement in the movement

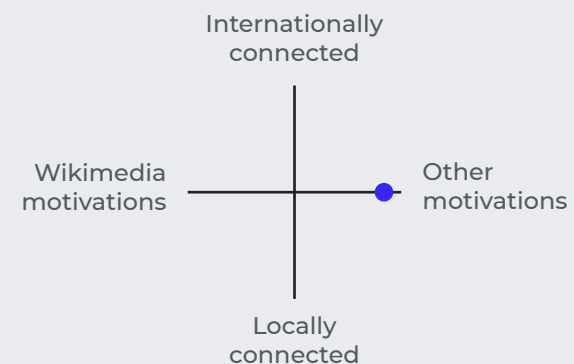
After completing university, Temah met Kwesi at a gathering in Accra. Kwesi facilitates Wikipedia editathons around Accra, and told Temah about the other Wikimedians in Accra. Temah was excited and joined the Wikimedia community right after Kwesi sent the invite. Kwesi taught Temah the basics of editing at a few editathons, and via Telegram and email. When Temah was invited to organize an editathon because Kwesi would be out of town, she said yes, and jumped in. Even though Kwesi helps her when he can, Temah finds it frustrating and difficult to

edit Wikipedia articles. Once she tried creating an article about a famous Ghanaian woman on English Wikipedia, but the article was deleted as non-notable. She was not sure why. She enjoys adding images to Commons and then Wikipedia articles more than writing content. She also contributes to OpenStreetmap when she walks in the city.

Organizer type and activities

Kwesi was out of town when Temah organized her first (and only) editathon. Temah traveled across Accra to pick up a special router and was able to get everything she needed in time for the event. Kwesi gave her slides that helped her deliver the basics of editing to the five people who attended. Though she still had a lot of questions about editing herself, she did the best she could to teach others. She wasn't able to answer all the participants' questions, and ended up talking about other open movement communities. Temah thinks supporting others to organize is an easier way for her to contribute. In the past year, Temah became responsible, in a volunteer capacity, for supporting facilitators who run editathons, and managing the flow of money and other resources (like routers and signs) so editathons will be successful. Temah was just offered a part time contracting job with another organization in the Open movement and may need to reduce her volunteer work for the Accra Wikimedia community.

Temah's behavior matrix



Temah's roles

Supporter

- Emotional Supporter
- Innovator

Implementer

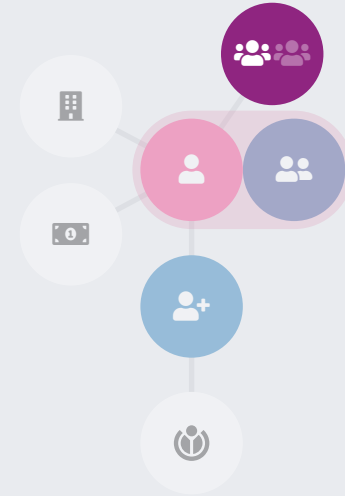
- Event Organizer
- Treasurer
- Project Manager

Connector

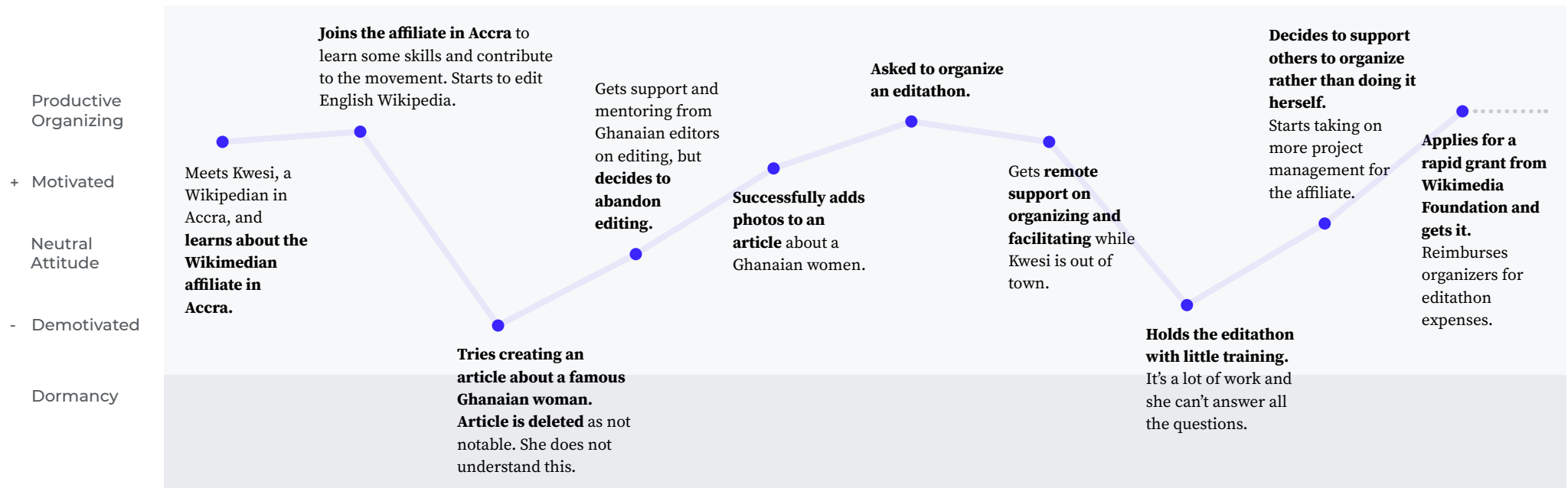
- Publicist

In the network

Activist



Open Movement Activist — Temah's journey





MARTIN — 31

WIKIMEDIA PROMOTER

📍 Location

Buenos Aires, Argentina

📄 Occupation

Ministry of Education

🗣️ Languages

Spanish, English

📱 Devices

Android Smartphone, iPad, personal Dell laptop, work Dell laptop

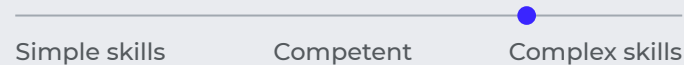
Organizing skills



Organizing career – people impacted



Wikimedia projects fluency



Goals

Desired organizing experience

- ▲ Reduce the time it takes to apply for and report on annual plan grants.
- ▲ Be visible to and have access to the international Wikimedia movement so he can learn best practices from other communities across the world.
- ▲ An easier process for working with large sets of data and information on Wikimedia projects so that he can teach batch tools to other contributors.

Long term goals

- ▲ To help Wikimedia communities in Argentina grow and to provide the support and resources needed for that growth.
- ▲ Create venues for the Argentinian Wikimedia communities to be seen and recognized by the international Wikimedia communities.
- ▲ Grow the world wide Wikimedia movement, especially in Spanish speaking Latin America.

Challenges

- ▼ Getting connected to international Wikimedians.
- ▼ Navigating how to spend his time between family, work, and Wikimedia volunteer work.

About Martin

Background

Martin lives in Buenos Aires with his wife and their two young children. His wife has a full time job, and they share child care and household duties. Martin went to University in the United Kingdom for his undergraduate and masters degrees in computer science. After returning to Argentina, he lectured at a university, before starting work at the Ministry of Education in an IT role where he implements and manages educational software. Not long after starting at the Ministry of Education, he participated in WikiPuentes, a training program for educators. He learned about the Wikimedia movement and the affiliate in Buenos Aires. Martin joined right away and has since been working with the affiliate, while continuing his work at the University. Martin is passionate about the movement, and wants to see it grow.

Networking and communication habits

Martin works with people at all levels of education supporting them to successfully navigate technology for their work and courses. He is also the “IT guy” for his family and friends, as well as many local Wikimedians. Martin has a computer at work, a personal computer at home, and access to pretty much any kind of technology he needs. He uses his phone to find information, keep up with social media, and for phone calls, and is “on call” frequently via his personal phone. He uses tries to stay on Wifi when using his phone because cellular data is expensive.

Perception of and involvement in the movement

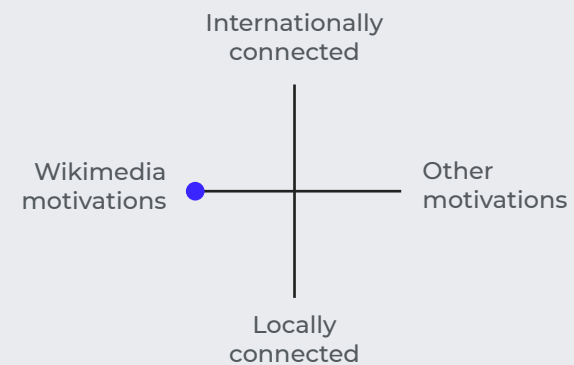
Martin learned about Wikipedia in secondary school. As a user of both Spanish and English Wikipedia, he noticed gaps in content in Spanish Wikipedia as compared to English Wikipedia. While attending college a Wikipedia editor showed Martin how to edit. A few years later, Martin started editing about Argentinian politics on Spanish Wikipedia. He sometimes encountered confrontations on talk pages, and his content was occasionally deleted. These experiences were demotivating, and so he turned his attention to “freeing up images” of political events he attends by adding them to Wikimedia Commons.

More recently, he focuses on supporting others to fill the gaps, and to preserve history online.

Organizer type and activities

Though he continues to contribute content to Wikimedia projects, Martin prefers supporting the Argentine Wikimedia affiliate to grow the movement. He prioritizes supporting organizers who facilitate Wikimedia events, and working with the chapter in whatever capacity they need him. He helps the Wikimedia chapter apply for and report on the annual plan grant and answers questions and provides support for Wikipedia editors. Whenever there is a community event, Martin helps with planning, and spends evenings and weekends lecturing about Wikimedia projects. He can always be called on to promote projects. If there were a job for him in the movement, he would love to take it because it would allow him spend more of his time growing the movement he loves. For now, he balances his work at the Ministry of Education, his family life, and volunteer organizing and editing for Wikimedia projects. It can be challenging, but his passion keeps him volunteering.

Martin’s behavior matrix



Martin's roles

Supporter

- Innovator
- Mentor

Implementer

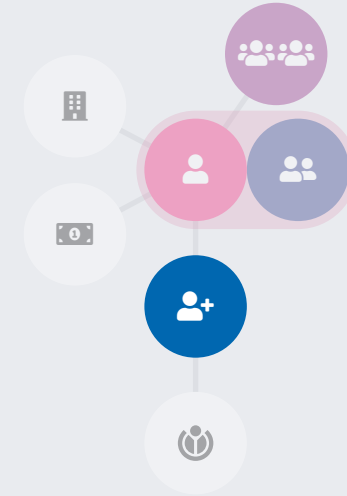
- Treasurer

Connector

- Publicist
- Recruiter
- Ambassador

In the network

Meta-Organizer



Wikimedia Promoter — Martin's journey

