

HOW NOT TO RUN YOUR ORGANIZATION
INTO THE GROUND

**LESSONS FROM WIKIMEDIA
PHILIPPINES FOR OPEN SOURCE**



Photo by Niccolò Caranti (User:Jaquen), CC-BY-SA 3.0

ABOUT WIKIMEDIA PHILIPPINES



**WIKIMEDIA
PHILIPPINES**

- ▶ We are the Wikimedia Foundation's twenty-seventh chapter, being founded on April 12, 2010.
- ▶ We are one of only five chapters in East and Southeast Asia (the others being in Indonesia, Taiwan, Hong Kong and Macau).
- ▶ We currently have around forty members, but had over 120 prior to 2014.
- ▶ As of 2014, we were handling a budget of over two million pesos (around \$43,000), managing a number of projects.
- ▶ Yes, we tried to bid for Wikimania 2016.



Photo by Romnick Coros (User:Nickrds09), CC-BY-SA 3.0

**ONCE YOU PUT UP A NON-
PROFIT ORGANIZATION,
WHAT'S NEXT?**

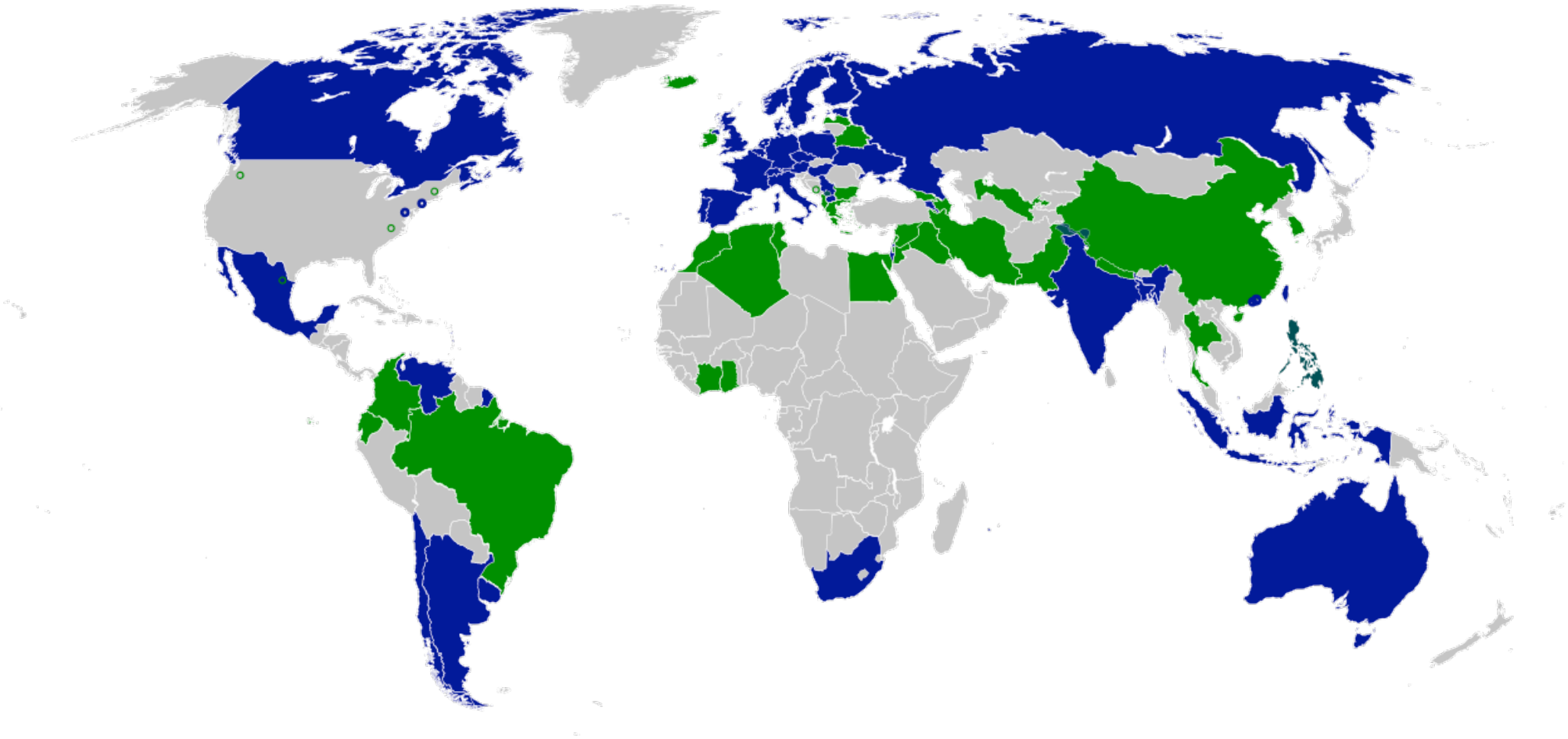


Photo by Joseph Ballesteros (User:Jojit fb), CC-BY-SA 3.0

It's one thing to form an organization.

**IT'S ANOTHER TO MAKE
SURE IT STAYS AFLOAT.**

HOW NOT TO RUN YOUR ORGANIZATION INTO THE GROUND



There are a lot of Wikimedia affiliates in the world!

THE WORLD OF WIKIMEDIA AFFILIATES



WIKIMEDIA
MOVEMENT AFFILIATES

As of the last count, there are:

- ▶ **41** chapters, present on **all six** inhabited continents
- ▶ **One** thematic organization (Amical Wikimedia)
- ▶ **60** Wikimedia user groups, of which a number of are incorporated

**WHEN YOU HAVE THIS MANY
AFFILIATES, PROBLEMS
WILL NATURALLY ARISE.**

WHEN WIKIMEDIA AFFILIATES FAIL

- ▶ **Wikimedia Macedonia**: their president lost a vote of no confidence but he refused to step down, forcing community members to form a new user group.
- ▶ **Wikimedia Hong Kong**: the chapter has had issues with remitting unused Wikimania 2013 funds, coupled with the chapter's very ambitious funding program being denied funding by the Wikimedia Foundation, severely dampening morale.
- ▶ **Wikimedia UK**: members of the chapter's board was implicated in a conflict of interest issue involving one of the chapter's projects, prompting a governance review.
- ▶ **Wikimedia Taiwan**: the chapter basically stopped functioning for a number of years after Wikimania 2007 due to burnout.
- ▶ **Wikimedia Macau**: a total black box, with no activity at all since recognition in 2008.

But enough of their problems.

WHAT ABOUT OURS?

WHEN WIKIMEDIA PHILIPPINES FAILS

- ▶ Projects still come from the Board of Trustees rather than members, and consequently the Board implements projects as well.
- ▶ We are taxed administratively, with administrative tasks being divided only among a small group of chapter members.
- ▶ We have a low intake rate for projects and our projects, while impactful, don't always meet WMF impact targets.
- ▶ A large chunk of our community is disinterested in what we're doing in the chapter, with many not even knowing what it is that we do.

**NOT THE IDEA OF HOW A
SUCCESSFUL ORGANIZATION
SHOULD BE, WE KNOW.**

This is a recipe for disaster.
So what should we do about it?

THE CHALLENGE OF SHAPING UP A FAILING ORGANIZATION

Don't be afraid to put everything on the table when making a plan.



Remind people why they're doing this (serving on your board) in the first place.



What Wikipedians Do

- Add new text/references
- Welcome newcomers and answer their questions
- Monitor new articles and recent edits
- Discuss Wikipedia policies and help resolve disputes
- Develop MediaWiki, the software that runs Wikipedia



Don't be afraid to actually fail.

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Try not to cave into pressure.



LET'S FAIL TOGETHER.

THANK YOU!