

# How to make sure the WMF Board has competent people in?

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# The Board's composition:

- 3 elected by the community,
- 2 appointed by the affiliates,
- 4 co-opted by the Board itself,
- 1 founder.

Elected community members and affiliate-appointees:

- Understand the wiki world,
- Are embedded in the network of our crucial supporters,
- Often do not have external board experience,
- Often are not top experts in their professional fields,
- Often do not have the exact skills that the Board needs at the time.

## Co-opted external members:

- Often do not understand the wiki world,
- Often lack network with our crucial supporters and their support,
- have external board experience,
- are top experts in their professional fields,
- have the exact skills that the Board needs at the time.

“The Wikimedia Foundation Board of Trustees oversees the foundation and its work, as its ultimate corporate authority.”

<https://wikimediafoundation.org/role/board/>

The system got established a decade ago.

We had a budget of 10M, now we're approaching  
100M.

**Does the current system of  
composing the Board warrant  
competence?**

The WMF is a very different organization now:  
highly professionalized, proceduralized,  
structured, hiring people with top experience.

The Board should catch up.

We need ALL Board members to be BOTH professionally competent&experienced AND knowledgeable about wiki world&open source

What are the ways we can achieve that?



a **community-elected electoral committee**, which:

- nominates people per the Board's request for specific expertise, AND/OR
- ranks candidates by given criteria from the poll of candidates proposed by the Board, AND/OR
- proposes 2-3 candidates for each specific expertise seat for the Board to choose from, AND/OR
- creates pipelines of candidates for given specific expertise seats, ready to take some role in the movement (additional advantage of having a pool of advisors at hand),

Other possibilities:

- an affiliate-elected commission serving in a way similar to the community-elected committee, but possibly also vetting the candidates in the process AND/OR ranking the candidates by certain criteria,
- a community-elected electoral committee and an affiliate-elected commission participating in designing the desired competence matrix with the Board,
- a community-elected electoral committee and an affiliate-elected commission participate in creating a point system for evaluating candidates against a-d criteria with the Board.

# Questions? Comments? Insults?

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