Introduction

- What we want to do in the next 90 minutes
  - Review of the past year
  - CEE Hub Year 2 plan
  - New steering committee & consensus

- If you have any questions, ask them straight away/ask them in the Q&A, etc.
Success stories

In general: grant applications support, support to individuals/communities, learning sessions, organising communication channels

But what is this success really?

- From not having a contact person in a community to helping them submit their first rapid grant
- From talking to a group that noone has ties with to supporting their first rapid grant application (approved) and supporting their Wikidata training
- Being told that after our WLE it was easier to start their local campaign
- Being able to give out scholarships and enable more relevant people to join the CEEM
- Not have CEE Youth in any plans - organising their in person meeting this November!
Not (yet) success stories

In general: everything that we invested a lot of time and effort in but we still do not have concrete results

What are those and what were the obstacles?

- Writing external grant application(s)
- Defining Hub governance
- CEE Hub logotype (nice to have, not must)
- Substantial support for individuals/less organised CEE communities
Potential we see

- Research done by freelancers to be used to have better approach towards small communities
- Concrete work with 1-2 smaller communities (not affiliated)
- Microgrants program
- CEE Hub Incubator projects - inter-regional projects
- CEE Youth group
Challenges we see

- 35+ communities with very different needs and stages of development to support (not one size fits all)
- Finding balance between useful communication and over-communication
- Trying to cover too much with resources we have - overworking instead of doing less with more focus on details
International outlook

● CEE Hub is leading the way on how to organise a regional network from the bottom up
● Many other regions are watching what we are doing and learning from us
  ○ Sharing our experiences at other regional meetings will be important
● Exchange with the Wikimedia Foundation (WMF)
● Movement Charter draft
● Trend towards a more regional focus within the global Wikimedia community
● Good CEE involvement internationally
Governance model discussion results

- Importance of receiving feedback and discussing this issue with individuals/communities
- This is our CEE product and model - it should be co-created and it should be fitting our CEE region
- No clear preference of a certain model (language, affiliate, project)
- We need to further define models and consider model options that are inclusive and representative at the same time
- As a (probably) membership organisation we also control who can join us
- The work on CEE Hub governance model will continue during Year 2 of the Hub project
Review of past year Q&A
Year 2 Plan

Administrative support:

● Min. 3 individuals or communities supported in writing grant applications
● Min one external grant application submitted (with CEE communities as a project partners)
● 2 communities supported in event organization (materials, logistics, process)
Programmatic support

- Min 3 Learning sessions for volunteers, affiliates and communities organized
- Min 3 smaller communities supported to participate in new (for them) or discontinued regional/global projects (e.g. CEE Spring, WLM and WLE...)
- CEEM organization supported: logistics and program
- Guidelines for CEEM bidding procedure and selection of the organizer updated
- (if needed) Smaller communities supported/guided to apply for organizing CEEM 2025
- Organized process for adoption of min 2 technical innovations and features (volunteer tools and those developed by WMF) for CEE communities (guidelines and learning sessions)
- 2x a year coordination meetings with other Hubs
Year 2 Plan
Communication

- 4 newsletters published, 6 Catch up sessions organized and 13 Open office hours
- Joint CEE event Calendar
- Social media updates and 2 Diff blog posts published
- Training materials for the onboarding of volunteer board members created and training materials for the onboarding of Affiliate Staff created
- Creating UCoC/Friendly space policy implementation guidelines
- Driving a process of friendly space policy adapting/implementing for CEE communities (Min 2 communities supported in adapting UCoC principles to their local context)
- 10 Wikimania Merit scholarships awarded
- CEE Hub program for Wikimania prepared
- 3 experience exchange session for CEE board members organized - sharing lesson and support
- 2 experience exchange session for CEE employees organized - sharing lessons and support
- CEE Hub presented on min 3 international events
- MS related work
Year 2 Plan

CEE Youth Group

- 6 bi-monthly online meetings of the CEE youth group
- 2 hybrid/offline working meetings of the CEE youth group
- 2 Diff blog posts about the work of the group
- 1 joint project application (e.g. CEE Youth Camp)
- 4-6 updates of Youth Meta page
- CEE Youth Wikimania program
- 10 CEE communities represented
- Learning session(s) organized: e.g. How to start/run a local group? How to start cooperation with external partners?
CEE Youth Group hybrid meeting in Tbilisi, Georgia
New and exciting stuff!
Year 2 Plan (to be decided)

Micro Grants

- MG guidelines created
- Launching open call for communities
- Min 7 Micro Grants awarded
- Min 7 microgrant projects implemented
- Report about lessons learnt written
- MG guidelines updated
Year 2 Plan (to be decided)

Community Building

● Drafting an action plan based on research results

● 1 or 2 CEE communities have new members and more concrete plan of work for 2025 (strategy)
Year 2 Plan (to be decided)

CEE Hub Incubator

- Process of selection of inter-regional projects/initiatives defined and described

- 1-2 interregional projects (min 3 communities taking part) implemented
What will be better after Year 2?

- More structure and stability for our regional CEE processes
- Less developed communities having more capacity locally and regionally
- More awareness among CEE communities about technical tools and projects
- More networking, knowledge exchange and collaboration between CEE communities
- Easier access to funds and more time to focus on the actual work (micro grants, incubator)
Year 2 Timeline

- Grant application deadline in early October
- Split of grant application into core activities (must have) and optional activities (nice to have)
- WMF review of the grant
- New grant starts in December 2023
- As soon as grant is approved
  - Hiring of third staff person (community building) as soon as grant is approved including the funds for this position
  - Incubator program will start
<table>
<thead>
<tr>
<th>Month</th>
<th>Administrative</th>
<th>Programmatic</th>
<th>Communication</th>
<th>Governance and organisation</th>
<th>CEE Youth group</th>
<th>Microgrants program</th>
<th>Community building</th>
<th>CEE Hub incubator</th>
<th>International meetings and events</th>
<th>Wild Campaigns and contests</th>
<th>HR related</th>
<th>Project Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 2023</td>
<td>Collecting information about grant administration, Supporting individuals and communities in writing grant applications</td>
<td>Analysis of program related efforts in the CEE and writing program related strategies/plan based on the outcomes</td>
<td>One 1:1 meetings with communities, Project year 2 kick off, Organising CEE employees experience exchange session</td>
<td>Developing evaluation criteria and guidelines for Microgrant call</td>
<td>CEE Hub incubator</td>
<td>International meetings</td>
<td>Wild Campaigns and contests</td>
<td>HR related</td>
<td>Project Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>January 2024</td>
<td>Supporting individuals and communities in writing grant applications</td>
<td>Analysis of program related efforts in the CEE and writing program related strategies/plan based on the outcomes</td>
<td>Organising CEE board members experience exchange session, CEE Catch-Up, CEE Newsletter</td>
<td>Informing communities about Microgrant</td>
<td>Recruitment process</td>
<td>New contracts for CEE Hub staff</td>
<td>Setting up Asana, coordination with the FS, weekly meetings</td>
<td>Be weekly meetings, coordination with FS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>February 2024</td>
<td>Supporting individuals and communities in writing grant applications</td>
<td>Meetings/coordination with other Hubs</td>
<td>Training for volunteers materials shared, Wikimania Scholarship process established and launched</td>
<td>Hub SC meeting live/hybrid, Governance model proposal 2nd version finalised</td>
<td>Launching the Call</td>
<td>Recruitment process</td>
<td>Analysis/consultations about possible incubator activities</td>
<td>CEE Hub SC meeting</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>March 2024</td>
<td>CEE Catch up</td>
<td>CEE Newsletter, 10 Wikimania scholarships awarded</td>
<td>Feedback on governance model proposal collected</td>
<td>Evaluations</td>
<td>Plan to implement</td>
<td>Berlin Summit</td>
<td>CEE Spring, WLE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April 2024</td>
<td>CEE Catch up, Organising CEE board members experience exchange session</td>
<td>CEE Hub governance model finalised</td>
<td>CEE Newsletter, CEE Catch up, 1:1 meetings with communities, preparing Hub program for Wikimania, Organising CEE employees experience exchange session</td>
<td>1 hybrid/inline working meetings of CEE youth group</td>
<td>Evaluations</td>
<td>Staff evaluation</td>
<td>Be weekly meetings, coordination with FS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May 2024</td>
<td>1:1 meetings with communities, preparing Hub program for Wikimania, Organising CEE employees experience exchange session</td>
<td>1 hybrid/inline working meetings of CEE youth group</td>
<td>Hub governance model presented to communities</td>
<td>Evaluations</td>
<td>Plan to implement</td>
<td>CEE Spring, WLE</td>
<td>Be weekly meetings, coordination with FS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>June 2024</td>
<td>Collecting information about grant administration, Supporting individuals and communities in writing grant applications</td>
<td>Support smaller communities in formulation of interest for CEEM 2025</td>
<td>CEE Newsletter, CEE Catch up, 1:1 meetings with communities, preparing Hub program for Wikimania</td>
<td>Hub governance model presented to communities</td>
<td>Evaluations</td>
<td>Staff evaluation</td>
<td>Be weekly meetings, coordination with FS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>July 2024</td>
<td>Supporting individuals and communities in writing grant applications</td>
<td>Hub track&amp;meetings at Wikimania, Organising CEE employees experience exchange session</td>
<td>Hub SC meeting live/hybrid</td>
<td>1 hybrid/inline working meetings of CEE youth group</td>
<td>Evaluations</td>
<td>Staff evaluation</td>
<td>Be weekly meetings, coordination with FS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>August 2024</td>
<td>CEE Catch up</td>
<td>HUB block meeting related to 3rd year plan</td>
<td>Hub SC meeting live/hybrid</td>
<td>Evaluations</td>
<td>Plan to implement</td>
<td>Wikimania 2025</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>September 2024</td>
<td>Meetings/coordination with other Hubs</td>
<td>Organising CEE board members experience exchange session</td>
<td>Hub SC meeting live/hybrid, Voting for the new SC</td>
<td>Evaluations</td>
<td>Plan to implement</td>
<td>CEEM 2024</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>October 2024</td>
<td>Training for staff CEE Catch up</td>
<td>1 hybrid/inline working meetings of CEE youth group</td>
<td>Evaluations and report/analysis to Microgrant program</td>
<td>Summary of the year 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>November 2024</td>
<td>CEE Newsletter, CEE Catch up</td>
<td>Evaluations</td>
<td>Blended Learning, Social Media</td>
<td>CEEM 2024</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>December 2024</td>
<td>CEE Newsletter, CEE Catch up</td>
<td>Evaluations</td>
<td>Evaluations and report/analysis to Microgrant program</td>
<td>CEEM 2024</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>January 2025</td>
<td>CEE Newsletter, CEE Catch up</td>
<td>Evaluations</td>
<td>Evaluations and report/analysis to Microgrant program</td>
<td>CEEM 2024</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Outlook Year 2 Questions & Answers
New Steering Committee & Acclamation

- Expansion of the Steering Committee to 10 members to better cover the expanding set of tasks
- CEE Hub wider group is open to anyone interested in supporting the work of the CEE Hub
- Term until the next CEE Meeting in 2024
Introducing the (new) SC members

Başak Tosun
From Türkiye
Portfolio: Eastern Europe, Turkic Languages
Introducing the (new) SC members

Ivana Madžarević
From Serbia
Portfolio: Innovation, Balkans
Introducing the (new) SC members

Natalia Ćwik
From Poland
Wikimedia Polska CEO
Portfolio: fiscal sponsor liaison
Introducing the SC members

Anton Protsiuk
From Ukraine
Portfolio: Campaigns, Communication
Introducing the SC members

Kiril Simeonovski
From North Macedonia
Portfolio: Events, microgrants, governance
Introducing the SC members

Klára Joklová

From Czechia

Portfolio:
- HR
- Wikimedia Europe liaison
- ED Group liaison
Introducing the SC members

Michał Buczyński

From Poland

Portfolio:

- Fiscal sponsor liaison
- financial management
Introducing the SC members

Philip Kopetzky
From Austria
Portfolio: responsible for CEE Hub grant
Introducing the SC members

Tisza Gergő
From Hungary
Portfolio: Technology
Introducing the SC members

Toni Sant
From Malta
Portfolio: Education, small communities
Introducing the SC members

Wojciech Pędzich
From Poland
Portfolio: AffCom, International cooperation, Wikimania liaison
CEE Hub Advisors

- Delphine Ménard  
  (Expertise: Onboarding, Grants, HR)
- Natalia Szafran-Kozakowska  
  (Expertise: Volunteer Support, WMF Liaison)
Geographical distribution of SC members
Selection Committee for the next CEE Meeting (10 mins)

- Outline timeline and who is facilitating the process (check with both teams first if that timeline works for them)
  - Facilitator: Barbara
- Present the selection committee and why?
  - Members
    - Delphine (former grants CEE officer and involved in organising several Wikimedia meetings)
    - Žana (Organiser of CEE Meeting 2022)
    - Jagro (Organiser of Wikimedia Hackathon 2019)
    - Maciej (Organiser ofWikimania 2024)
    - Is there someone you want to nominate/is there someone who wants to join?
- Timeline
  - Start as soon as possible
  - Aim to finish by mid-end October
Year 1 wouldn’t have been possible without you!

- (Animate the whole thing as a collage with the CEE Hub connecting the different parts with a picture of the CEE Meeting Group photo in the middle?)
- Thank you to Yop and Chris and everyone else at the Wikimedia Foundation who supported and supports this project
- Wikimedia Poland as the fiscal sponsor
- CEE Hub advisors: Delphine Ménard and Natalia Szafran-Kozakowska
- Everyone in the Steering Committee and wider CEE Hub group
- Everyone who engaged with the CEE Hub and made it a better place because of their engagement
- Supporters across the Wikiverse
- (Make a joke about a people-centred movement)
Thank You!

Wikimedia Foundation

Wikimedia Polska

[Group photo of attendees]

[Additional photos and graphics]
Attributions

- Wikimedia Foundation, [Wikimedia Foundation logo - horizontal, CC BY 3.0](https://example.com)
- anonym, [Wikimedia Polska logo, CC BY-SA 3.0](https://example.com)
- Wojciech Pędzich, [CEE Hub SC Meeting, Zagreb 2023 17, CC BY 4.0](https://example.com)
- Kiril Simeonovski, [Group photo from the opening session at Wikimedia CEE Online Meeting 2021, CC BY-SA 4.0](https://example.com)
- ZMcCune (WMF), [Wikimania Singapore 2023 group photo, CC BY-SA 4.0](https://example.com)
How to keep in touch

- Probably something for Barbara?