Why Does Wikimedia Need Money When We Have Volunteers? (seriously)

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What is a volunteer?

- Skills
- Time
- Motivation
When does a volunteer come into play?

- necessity
- opportunity

(what do they bring to the table?)
Percieved weaknesses

- Unpaid
  - Unsteady amount of time (can disappear), unpredictable skills/needs, focus might be more difficult to achieve, don't know their limits, fleeting commitment

- Paid
  - Costs money, available time is limited, focus can be limited, perceived ownership
Percieved strengths

- **Unpaid**
  - eclectic and unlimited creativity, intrinsic motivation, cost nothing to little, do not count their hours

- **Paid**
  - you can count (on) their hours, focused skills, selected to fill needs, contractual accountability
Are Wikimedians afraid of money?
Wikimedians and money

- Something of a "bad karma" relationship
- Producing content is not tangible. We don't build wells in the desert, or distribute soup to homeless. The "transition" into the offline world is difficult.
- The only thing we can really invest in is people
- Core volunteer work done "for free": produce content
  - When Wikimedians start working offline, they don't want/know how to be paid, even when it might be necessary.
How does that play out?
- Grant program (250 000€)
- Examples of projects
- Concerns
Freedom to bring ideas further (more time)
- enabler
- Smooth "transition"
- Continuity is a question
  - defines or undefines a potential job position
• A good example of Tetris
How do we ensure better adequation?

- Remember: Invest in people('s time)
- Problem: adequation great ideas/available skills & time
- Solutions?
  - Leadership training
  - Project management training
  - Make being paid to further the mission not be evil any more
  - Your ideas?
Thank you!

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