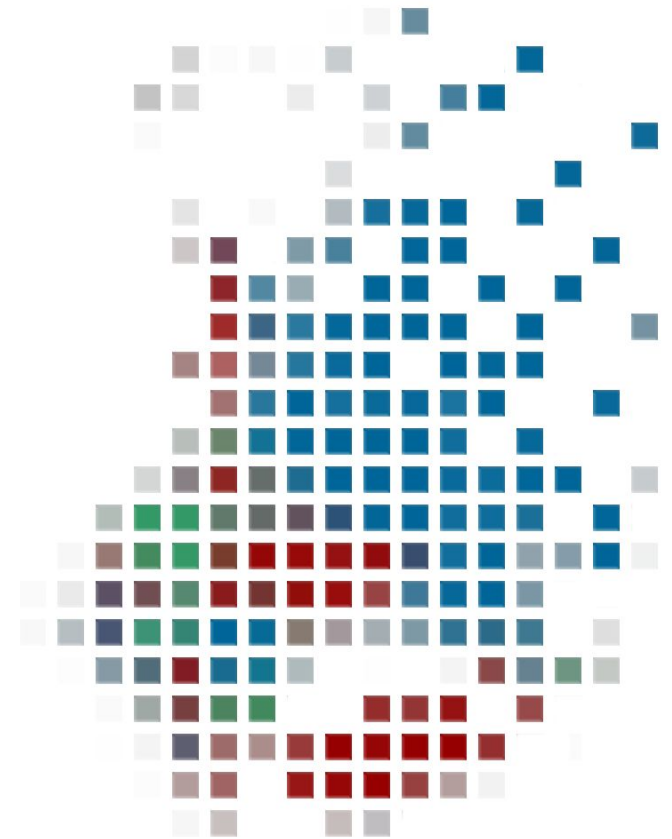


# CEE Hub Year 2 Approval

Tbilisi, 17th of September 2023



# 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.

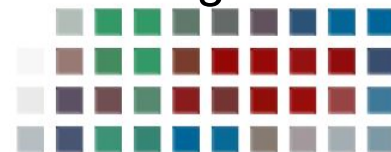


# Success stories

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!

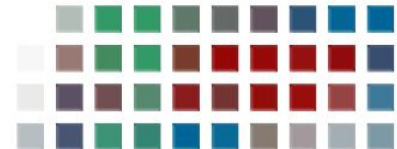


# Not (yet) success stories

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



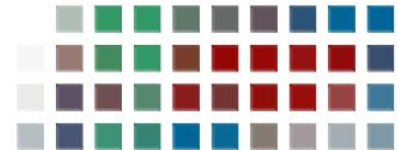
# Potential we see

- 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



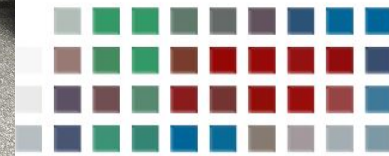
# Year 2 Plan

## 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 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



# Timeline 2024

Month	Administrative	Programmatic	Communication	Governance and organisation	CEE Youth group	Microgrants program	Community building	CEE Hub incubator	International meetings and events	Wiki Campains and contests	HR related	Project Management
December 2023		Analysis of program related efforts in the CEE and writing program related strategy/plan based	1:1 meetings with communities, Project year 2 kick off, Organising CEE employees experience exchange session			Developing evaluation criteria and guidelines for Microgrant call	Writing job description and posting the job vacancy		Wikimedia Europe Bruxelles meeting		New contracts for CEE Hub staff	Setting up Asana, coordination with the FS, biweekly meetings
January 2024	Collecting information about grant administration, Supporting individuals and communities in writing grant applications	Analysis of program related efforts in the CEE and writing program related strategy/plan based on the outcome.	Organising CEE board members experience exchange session, CEE Catch Up, CEE Newsletter			Informing communities about Microgrants	Recruitment process					Biweekly meetings, coordination with FS
February 2024	Supporting individuals and communities in writing grant applications	Meetings/coordination with other Hubs	Training for volunteers materials shared, Wikimania Scholarship process established and launched	Hub SC meeting live/hybrid, Governance model proposal 2nd version finalised		Launching the Call	Recruitment process	Analysis/consultations about possible Incubator activities				CEE Hub SC meeting
March 2024			CEE Catch up				Onboarding new Hub employee	Plan to implement		CEE Spring, WLE		Biweekly meetings, coordination with FS
April 2024			CEE Newsletter, 10 Wikimania scholarships awarded	Feedback on governance model proposal collected		Evaluations	Precise focus of the work will depend on the research which will be finalized by November 2023		Berlin Summit	CEE Spring, WLE		Biweekly meetings, coordination with FS
May 2024			CEE Catch up, Organising CEE board members experience exchange session	CEE Hub governance model finalised						CEE Spring, WLE		Biweekly meetings, coordination with FS
June 2024			1:1 meetings with communities, preparing Hub program for Wikimania, Organising CEE employees experience exchange session.		1 hybrid/offline working meetings of CEE youth group	Evaluations					Staff evaluation	Half-yearly evaluation
July 2024	Collecting information about grant administration	Support smaller communities in formulation of interest for CEEM 2025	CEE Newsletter, CEE Catch up, 1:1 meetings with communities, preparing Hub program for Wikimania	Hub governance model presented to communities				Analysis/consultations about possible Incubator activities				Preparing project draft for year 3
August 2024	Supporting individuals and communities in writing grant applications	Support smaller communities in interest for CEEM 2025	Hub track&meetings at Wikimania, Organising CEE employees experience exchange session	Hub SC meeting live/hybrid	1 hybrid/offline working meetings of CEE youth group	Evaluations		Plan to implement	Wikimania 2024			SC meeting in person or hybrid after Wikimania, consultations about year 3 plan
September 2024			CEE Catch up, Communication session related to 3rd year plan									Rewriting year 3 project proposal
October 2024		Meetings/coordination with other Hubs	Organising CEE board members experience exchange session	Hub SC meeting live/hybrid, Voting for the new SC		Evaluations			CEEM 2024			CEEM Hub session (voting for the SC and year 3), SC meeting in person (after CEEM)
November 2024			Training for staff. CEE Catch up		1 hybrid/offline working meetings of CEE youth group							Preparing the new grant? Writing grant proposal (activities, outcomes, budget)
December 2024	Collecting information about grant administration					Evaluations and report/analysis re Microgrant program						Submitting year 3 grant proposal, project evaluation, staff evaluation
January 2025			CEE Newsletter, CEE Catch up									Final report of year 2

# 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



Thank you Käbi!





Introducing the (new) SC members

# Başak Tosun

From Türkiye

Portfolio: Eastern Europe, Turkic Languages



Introducing the (new) SC members

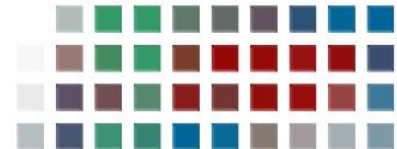
Ivana Madžarević

From Serbia

Portfolio: Innovation, Balkans



[IvanaMadzarevic](#), [WikiLive 2019 - 185](#), [CC BY-SA 4.0](#)



Introducing the (new) SC members

Natalia Ówik

From Poland

Wikimedia Polska CEO

Portfolio: fiscal sponsor liaison

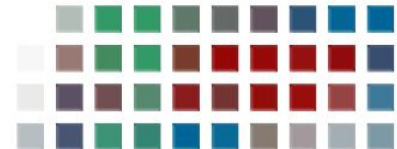


Introducing the SC members

# 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

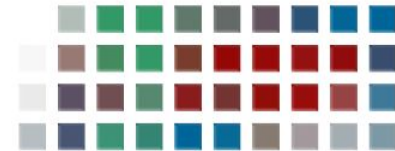
- Delphine Ménard  
(Expertise: Onboarding, Grants, HR)
- Natalia Szafran-Kozakowska  
(Expertise: Volunteer Support, WMF Liaison)



# Geographical distribution of SC members



[Madman2001 Blank Map of Europe -w boundaries, CC BY-SA 3.0](#)



# 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 of Wikimania 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



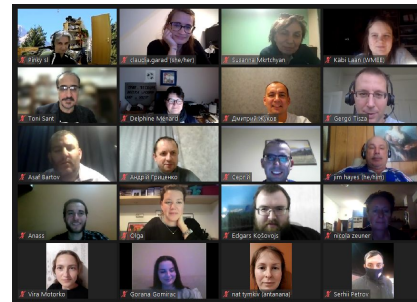
# Year 1 wouldn't have been possible without you!

- (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!





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# How to keep in touch

- Probably something for Barbara?

