

Personnel			
Position	Salary	Responsibilities	Notes
Secretary General	60000 €	Liaison, manager, working on larger issues regarding chapters.	Fees slashed to more realistic levels. Can be performance or approval based after the first year.
Accountant	42000 €	Grant-making, reports, budgets for all chapters.	Based on averages for Belgium. (Non-industry specific)
Legal consultant (on retainer)	30000 €	Contracts, agreements, legal advice	Earmarked for Law firm on retainer+hourly billing.
PR/Translator	42000 €	Media queries and assistant to chapters, translation services and contacts with translators.	Based on averages for Belgium. (Non-industry specific)
Event organizer	18000 €	Part-time Event organizer available to all chapters.	Based on averages for Belgium. (Non-industry specific)
Taxes		After consultation with a tax law firm.	Left intentionally out, to be filled in after consultation with a tax-law firm.
Total	192000 €		
Travel			
Amount	Description	Notes	
Travel	12000 €	Chapter visits and non specific events.	Entire travel budget to attend events and visit chapters using budget travel services.
	3000 €	Wikimania	3 Full time staff to Wikimania
	1800 €	Chapters conference	3 Full time staff to Berlin.
Accommodations	7200 €	120 € Per day (assumed at 60 days)	Total accommodations budget. (includes per diem)
Misc.	1500 €		
Outside Consultation	3000 €		For any special consultation required by chapters.
Total	28500 €		
Chapter development and Support			
Amount	Description	Notes	
Chapters network	10000 €	Create a chapters network for communication.	Ongoing project to link all chapters through Skype or other video conferencing service.
GLAM*	15000 €	Fund GLAM projects collectively	Collectively fund GLAM related projects in other countries.
Professionalization	15000 €		Develop chapter infrastructure, back-office support.
Project support	10000 €	Provide support to proposed chapter events and activities.	Support chapter organized conferences and projects like WLM.
Other Projects	10000 €		Earmarked for future unknown projects.
Total	60000 €		
			*Can be a larger amount collectively pooled by all chapters to fund GLAM events.