



OPEN CAGES

Expenses and Staff Time Allocation

Expenses

NOTE

Please acknowledge these are expenses for 2016 and the beginning of 2017. While they are accurate they may be skewed toward programs or activities that we have abandoned or are not of priority for the coming years. This is especially true for 2017 in which we are rapidly expanding and increasing staff. For any questions please feel free to reach out to us.

Categories		Amount in USD	Percentage
Total		210,597.50	100%
Programs		173,136.00	82.21%
	Corporate outreach	28,850.67	16.66% of programs
	International outreach	11,183.00	6.46% of programs
	Grassroots and movement building	20,083.33	11.60% of programs
	Institutional Meat Reduction	2,413.00	1.39% of programs
	Lobbying	5,257.00	3.04% of programs
	Blocking megafarms investments	670.00	0.39% of programs
	Consumer outreach	23,974.00	13.85% of programs
	Investigations	43,995.00	25.41% of programs
	Communications	35,810.00	20.68% of programs
	Research	900.00	0.52% of programs
Fundraising		22,928.33	10.89%
Management and administration		14,533.17	6.90%

Staff time allocation

NOTE

As an organization that is almost solely based on volunteer work the question about time allocation is hard to answer. We do not have a system where staff does the majority of high-quality tasks and volunteers only distribute leaflets or organize info-stalls. Volunteers in Open Cages participate in the organization on every level: as board members, investigators, fundraisers, IT specialists, lawyers, graphic designers, corporate outreach specialists, lobbyists, campaign coordinators, volunteer coordinators, copywriters, film directors, event organizers.

In our experience the best way to attract highly professional activists and keep them motivated and engaged in our work is the system of open allocation, where all people in the organization are given a lot of freedom about which projects they work on and how much time they are willing to spend on them. We do our best to teach ownership because this also brings responsibility. We also strongly believe, that if we are able to attract intelligent and creative specialists as volunteers, we should treat them seriously and value their opinions and decisions.

Our board is responsible for strategic planning and then communicating those plans with activists to gather feedback. We also communicate and discuss priorities, and then ask activists to choose which projects they want to join. All activists are also free to drop their projects and join other teams which can prevent burnout. We make sure that in the end all projects that are considered a priority attract enough volunteers - either by internal communication about gaps that need to be filled, or by additional recruitment and trainings for volunteers.

The main problem is that with majority of work done by volunteers it is not possible to track the time allocation precisely, as can be the case with hired staff. We can provide you with staff time allocation, but this is not the most precise way to present which campaigns we value most, and on which campaigns we spent most of the time. We participate in activities that are not very time consuming but have a high impact (some of our investigations, lobbying, corporate outreach), but at the same time there are activities that do not have that big impact, but there is no good reason not to allow volunteers to do them (f.e. info stalls), especially since almost everyone can participate in them without having special experience or education. If we have resources to hire more staff, we would always invest them in activities that we consider high impact.

Our current staff time allocation

Activity	Paid positions allocated	Percentage
Total	17	100%
Programs		
Corporate outreach	4.5	26.47%
International outreach	2	11.76%
Grassroots and movement building	1	5.88%
Institutional Meat Reduction	1	5.88%
Lobbying	0.5	2.94%
Blocking megafarms investments	0	0%
Consumer outreach	0	0%
Investigations	2.5	14.71%
Communications	1	5.88%
Research	0	0%
Fundraising	2.5	14.71%
Management and administration	1.25	7.35%
Revenue programs	0.75	4.41%