



Sustaining Free and Open Source Software

Exploring Community, Financial, and Technical Practices

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Open Source Maintainer Programs, GitHub
Organizer, SustainOSS

Thank You!

@_JacobTomlinson, @_noujoum, @aleesteele, @BenJam, @borjaxime,
@britt@c.im, @brooklynrob, @Camille@mastodon.social,
@classicpress@fosstodon.org, @Codeberg@social.anoxinon.de,
@crawfordsm@mastodon.social, @dannycolin@fosstodon.org, @dgoodkin,
@dminca@mastodontech.de, @EclipseJavaIDE, @etagwerker@mastodon.social,
@foreverremain, @fseixas, @GeoffreyHuntley, @glennsorrentino, @lkegahRuth,
@ivangayton, @jduckles, @jmarclg, @KeyvanMSadeghi, @khmarbaise,
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@lminiero@fosstodon.org, @LozanaRossenova, @MarcoMinghini, @mattbarcomb,
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@nemobis@mamot.fr, @RayScript, @realdanny@mastodon.online,
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@thunderbird@mastodon.online



Agenda



Background

Why I care about FOSS



Sustaining FOSS

Supporting maintainers



Community

Succession planning



Financial

Pay maintainers



Technical

Easy to use & get started



Background

Why I care about free and open source software





Sustaining FOSS

Supporting maintainers





In open source, **the maintainers** working on the source code are the scarce resource that needs to be protected and nurtured.



Tobie Langel

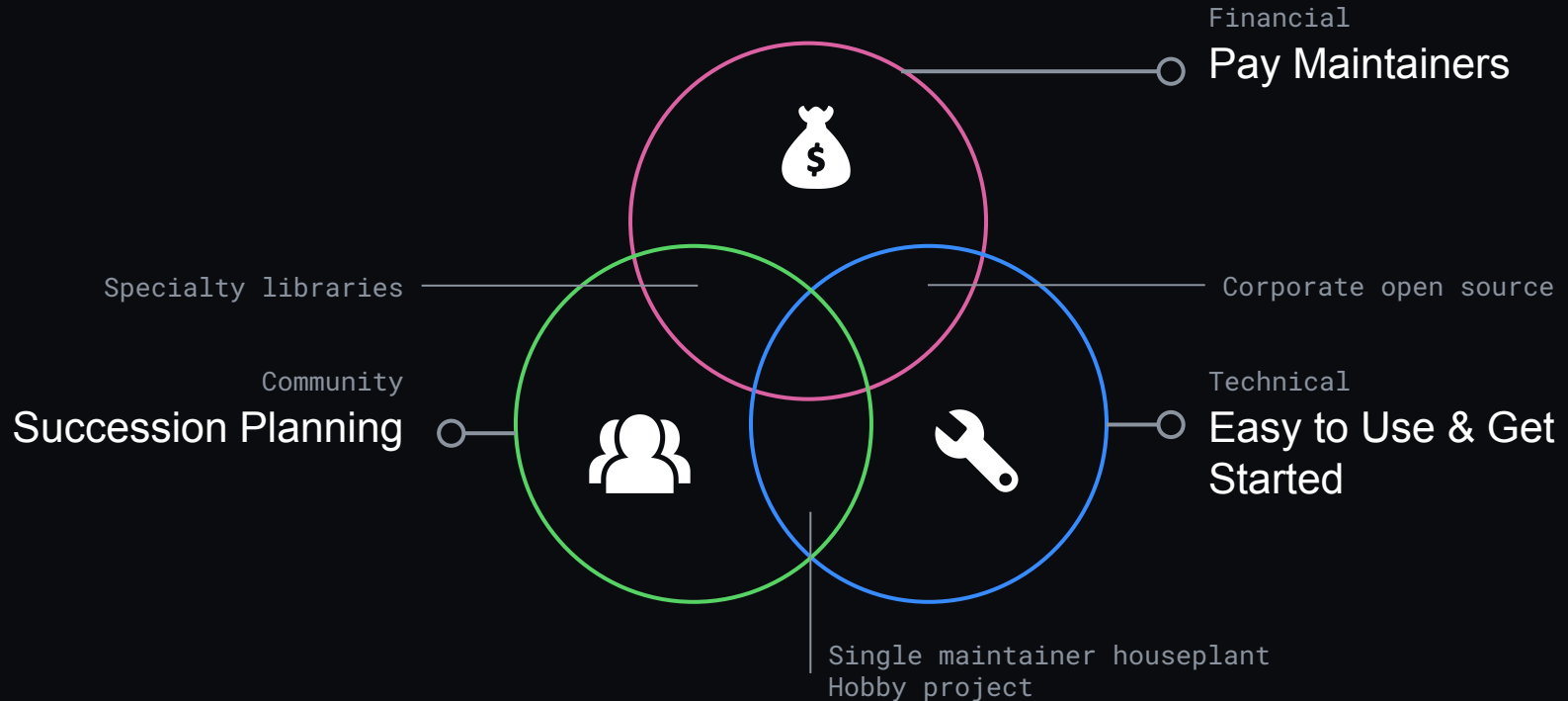
@tobie

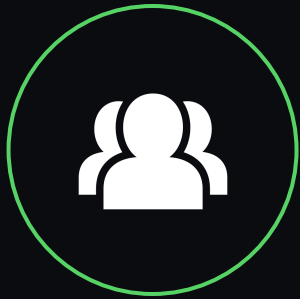


Supporting maintainers



Supporting maintainers





Succession Planning

Community Practices





A successful project has to be able to change the leadership. Otherwise the leadership becomes deadwood, which leaves the project rudderless.



Kirk McKusick

Building and Running an Open-Source
Community – The FreeBSD Project

Photo CC-BY-NC-SA Faces of Open Source





Succession Planning

Community Practices

Be intentional about succession planning when **selecting mentees**

Suggested criteria to identify emerging leaders

1. Mission-Aligned

They care about this work & want it to succeed

2. Available

They have the time & resources to contribute

3. Willing to Learn

From whoever is mentoring them

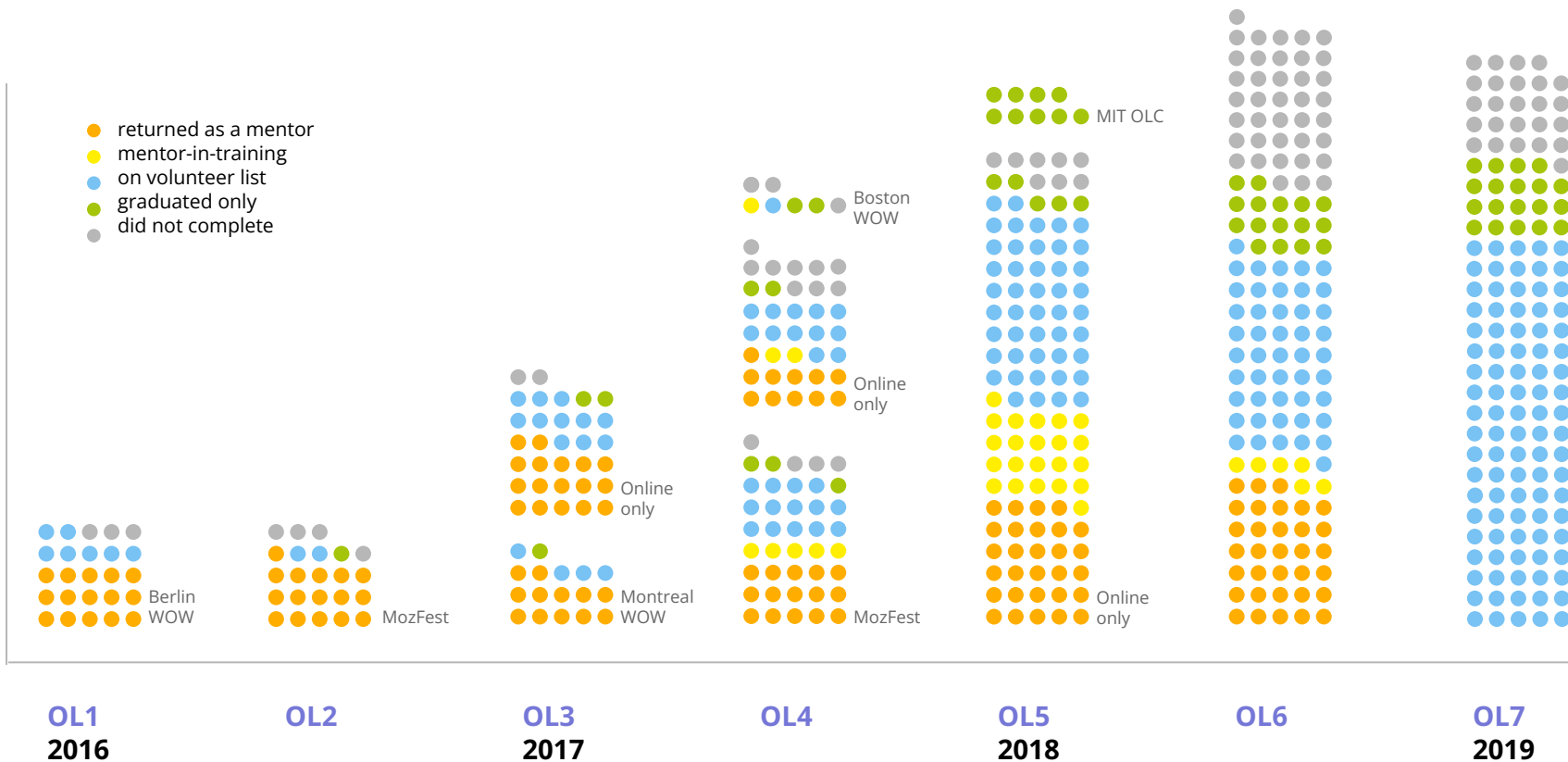


Fueling the Movement

We're growing & retaining our graduates

Case study

Past work with Mozilla Open Leaders



Mozilla Open Leaders

14 weeks of open leadership training & mentorship



Select Cohort

Open project leaders apply for mentorship



Multipliers

Graduates are invited to return and mentor new project leads



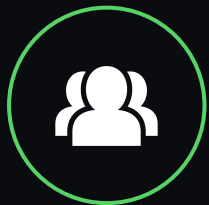


Succession Planning

Community Practices

- Adding a selection step & criteria will help prioritize investing in future maintainers
- You can't mentor everyone





Succession Planning

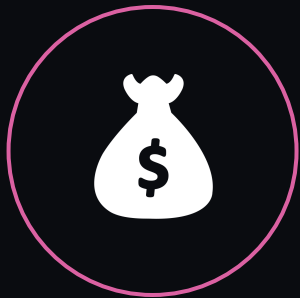
Community Practices

Success planning can be helpful when considering FOSS incubated at a company (corporate open source)

Not key to the core business?

- Move out to a foundation (example: Rust)
- Partner with other companies on shared governance (example: Kubernetes)

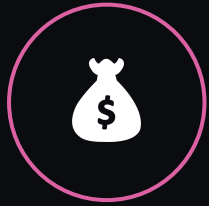




Pay Maintainers

Financial Practices

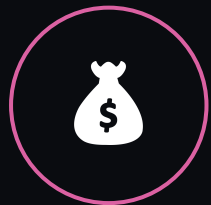




Pay Maintainers

Financial Practices





Pay Maintainers

Financial Practices



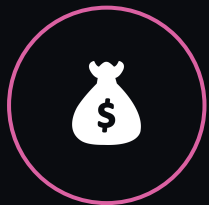
Justin Dorfman  

@jdorfman



If you told me 10 years ago we would have multiple businesses building services to help sustain open source projects I would have been skeptical. Can't imagine the next 10.





Pay Maintainers

Financial Practices

GitHub Sponsors Community
Fund the work of developers and projects you depend on.

Explore as: All ecosystems Most used

blackgirlbytes GCodeHouse maintainers AllInOpenSource ...

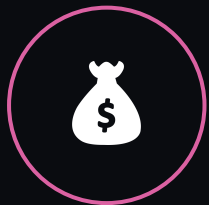
You depend on **1.9k** open source packages You can sponsor **577** of the projects you depend on

- babel / babel** ♡ Sponsor
Babel is a compiler for writing next generation JavaScript.
★ 40.8k · TypeScript INishant and 224 others sponsor 13 of your repositories depend on this
- remirror / remirror** ♡ Sponsor
ProseMirror toolkit for React 🚀
★ 1.7k · TypeScript kylealwyn and 1 other sponsor 1 of your repositories depends on this
- gregberge / svgr** ♡ Sponsor
Transform SVGs into React components 🥰

github.com/sponsors/explore

Projects your accounts depend on & which ones are eligible for sponsorship





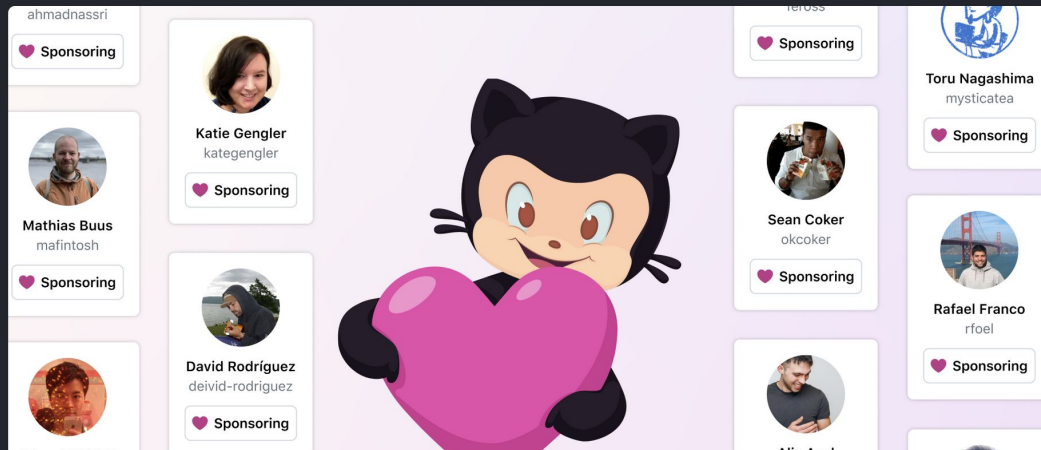
Pay Maintainers

Financial Practices

Open Source

Thank you to our maintainers

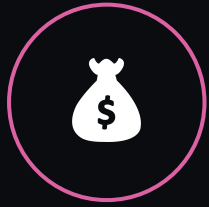
To celebrate Maintainer Month, GitHub has invested an additional \$500,000 to help sponsor the open source projects that it depends on.



Maintainer Month Sponsorship

Bulk sponsorships coming soon!

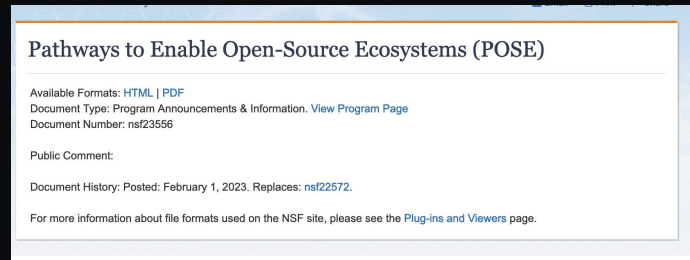


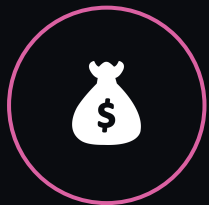


Pay Maintainers

Financial Practices

- Funding landscape has changed dramatically in the past year or so
- **More money available for open source**
 - Open Source Collective: **30% increase in payment to maintainers**
 - Securing the supply chain





Pay Maintainers

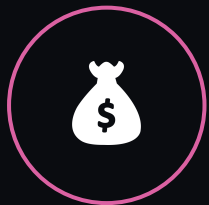
Financial Practices

How can we set up projects in a way that has ongoing support for maintainers?

- Complicated question! We have some models, but we need to be innovating more here.

The screenshot shows the GitHub Accelerator program page. At the top, there is a navigation bar with the GitHub logo, the text "/ Accelerator", and links for "Program" and "More". A white "Apply now" button is located in the top right corner. The main content area has a dark blue background with a starry pattern. It features the text "GitHub Accelerator" in a light blue font, followed by the headline "Jumpstarting new careers in open source" in large white font. Below the headline is a paragraph of text: "The world runs on open source. None of it would be possible without the global team of contributors who freely devote their time and energy to pushing our shared digital infrastructure forward."





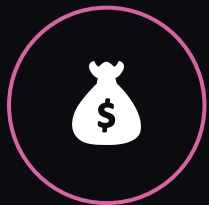
Pay Maintainers

Financial Practices

Some models that can work today:

1. Tips & Donations
2. Get hired at a company to do FOSS
3. Company does FOSS





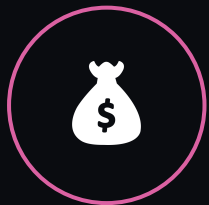
Pay Maintainers

Financial Practices

1. Tips & Donations

- Can be donations to a foundation or an individual
- Works well for
 - i. visible projects (Vue),
 - ii. content creators (Caleb Porzio), and
 - iii. maintainers in lower cost of living areas (Kovid Goyal, Calibre)





Pay Maintainers

Financial Practices

“Expanding GitHub Sponsors globally”

- Kovid Goyal, Calibre maintainer
- Carlos Becker, GoReleaser maintainer

Both agreed the strength of the USD helps. Kovid was able to go full time on open source when he moved back to India from the States.

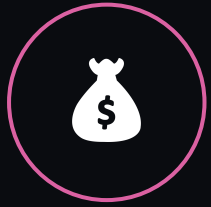
Expanding GitHub Sponsors globally - Universe 2022

GitHub
254K subscribers

Subscribe

8 | | Share | Save | ...

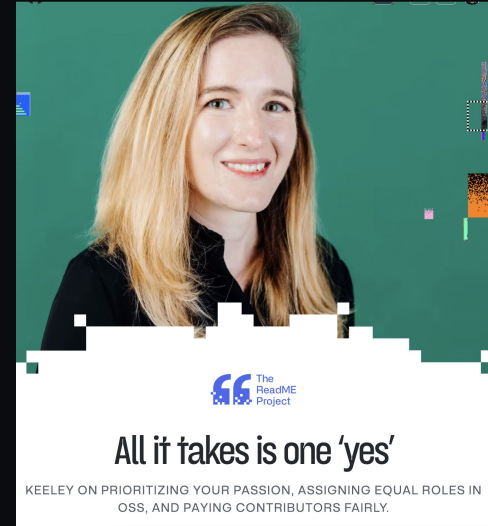


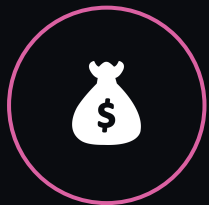


Pay Maintainers

Financial Practices

2. Get hired at a company to do FOSS
 - Great way for a company to have a direct line to a project
 - Electron (slack, Microsoft)
 - Many others!



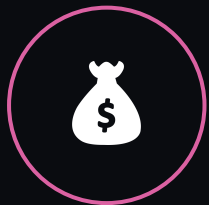


Pay Maintainers

Financial Practices

3. Company does FOSS
 - Core business model (next.js / Vercel sells hosting services)
 - Consulting services (Janus WebRTC Server)





Pay Maintainers

Financial Practices

Some models that can work today:

1. Tips & Donations
2. Get hired at a company to do FOSS
3. Company does FOSS





Easy to Use & Get Started

Technical Practices





Easy to Use & Get Started

Technical Practices

- Documentation
- Testing
- CI/CD
- Cloud developer environment

Reduces maintainer burden and helps ensuring the code could live on if suddenly left unmaintained.





Easy to Use & Get Started

Technical Practices

- Documentation
 - **“Emphasized documentation from the start.”** - Kirk McKusick on *what FreeBSD did well early on that led to where it is today?*





Easy to Use & Get Started

Technical Practices

- Testing
- CI/CD

GitHub Actions demo:

pluginbakery / bread

Sponsor Watch 1 Fork 1 Starred 7.4k

Code Issues Pull requests Discussions Actions Projects Wiki Security Insights Settings

Get started with GitHub Actions

Build, test, and deploy your code. Make code reviews, branch management, and issue triaging work the way you want. Select a workflow to get started.

Skip this and set up a workflow yourself →

Search workflows

Suggested for this repository

Simple workflow

By GitHub

Start with a file with the minimum necessary structure.

Configure

Deployment

View all

Deploy Node.js to Azure Web App

By Microsoft Azure

Build a Node.js project and deploy it to an Azure Web App.

Deploy to Amazon ECS

By Amazon Web Services

Deploy a container to an Amazon ECS service powered by AWS Fargate or Amazon EC2.

Build and Deploy to GKE

By Google Cloud

Build a docker container, publish it to Google Container Registry, and deploy to GKE.

Terraform

By HashiCorp

Set up Terraform CLI in your GitHub Actions workflow.





Easy to Use & Get Started

Technical Practices

- Cloud developer environment

The screenshot shows a GitHub pull request for the repository 'demo / ballpark-tracker'. The pull request title is 'adjusted map icon background color #2' and it is from the 'adjustments' branch. A comment from 'ohjoycelau' states: 'small adjustment to the background color so the icon pops a bit more'. A green checkmark indicates 'This branch has no conflicts with the base branch'. A 'Codespaces' panel is open on the right, showing a list of codespaces: 'resist-glue-smart' (adjustment, 6m), 'refactored-adventure' (master, 17m), and a green button to 'Create codespace on adjustments'. Below the codespace panel, there are options for 'None yet', 'Milestone', and 'Development'.



Easy to Use & Get Started

Technical Practices

Chat with Craig!

With up to 60 hours a month free, new contributors can use a dev environment that just works!



Craig Peters
Staff Product Manager
GitHub Codespaces

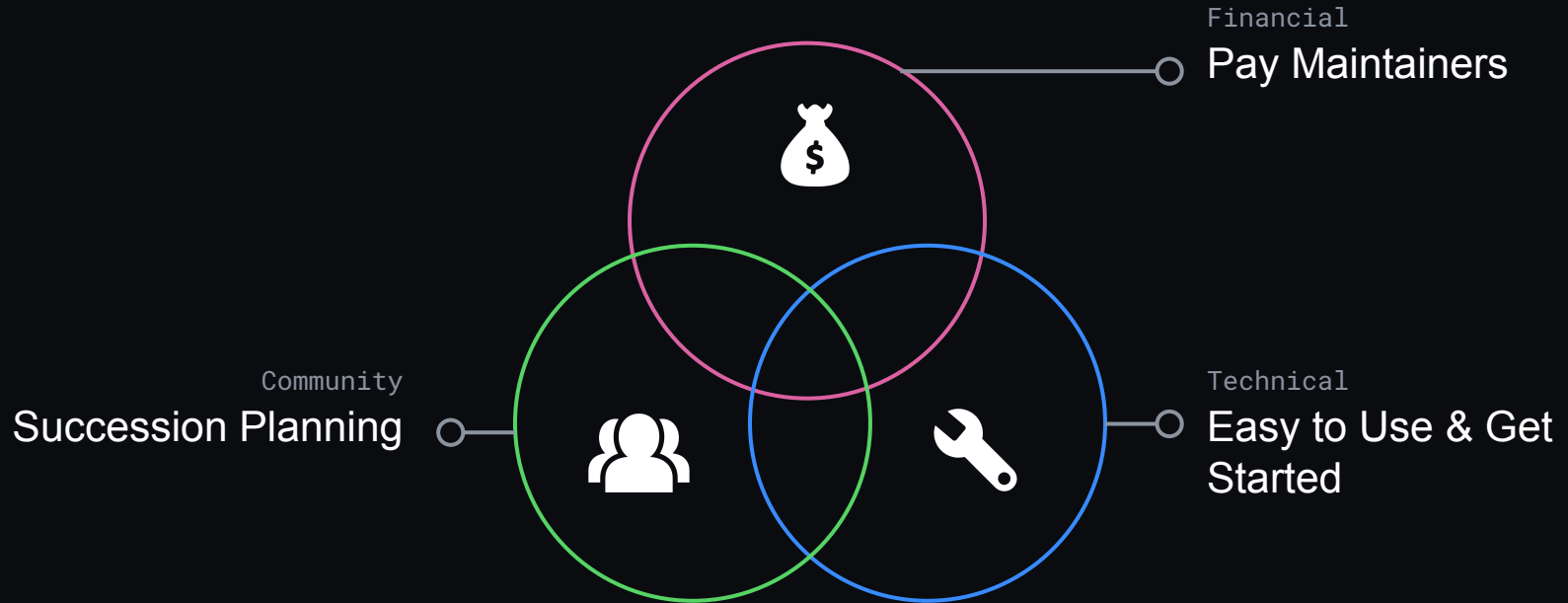
github.com/codespaces-chat



*Craig ❤️
open source*



Supporting maintainers



Sustain Together

Casual chat with the SustainOSS community on these topics every other Friday

discourse.sustainoss.org



maintainers.github.com



Thank you!

Questions / Comments?

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@abbycabs@hachyderm.io



Brand guidelines & accessibility

Our goal is to create a user friendly template so all Hubbers have the opportunity to create a presentation that looks as if a designer created it. Please be sure to follow guidelines and template structures to ensure brand and accessibility compliance.



This template is based on our core brand elements to assist Hubbers in producing communications that align with the GitHub brand system.



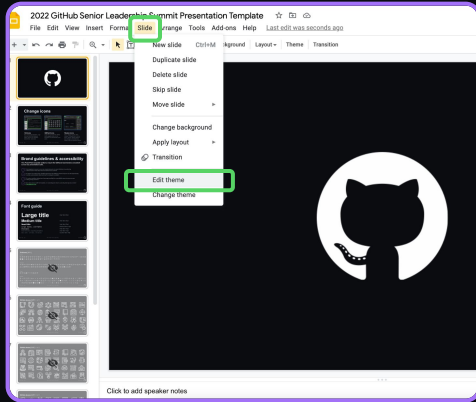
The colors and font sizing have been approved by the accessibility team to ensure we are actively being inclusive.



If you have issues with the template, please reach out to via our slack channel [#visual-communications](#)

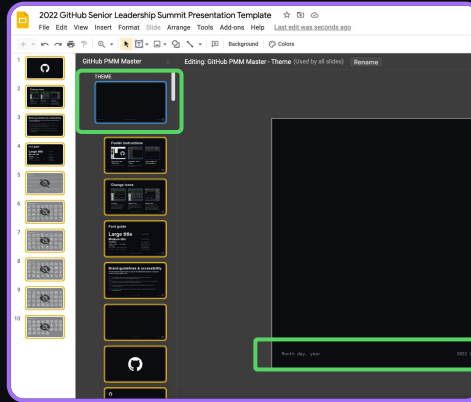


Footer instructions



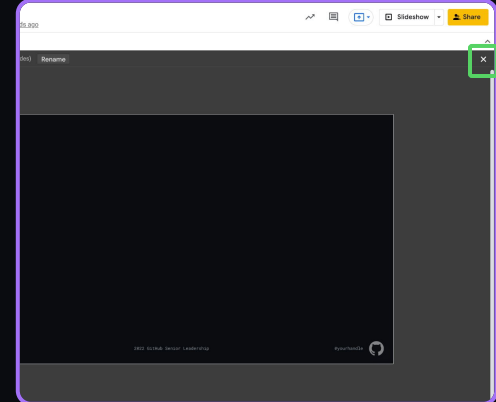
Click “Slide” then
“Edit theme”

Found at the top of the tool
bar



Edit the footer on
Slide 0 of the theme

By changing the date, talk
title, and GitHub handle of
the speaker(s)



Click the X at the top
right to close out and
return to presentation



Font guide

X-large #

Arial Bold 60pt

Large title

Arial Bold 44pt

Medium title

Arial Bold 36pt

Small title

Arial Bold 28pt

X-small title

Arial Bold 20pt

Large dates, usernames

Roboto Mono 16pt

Information

Arial Regular 16pt

Small information, supporting descriptions

Arial Regular 14pt

X-small information, supporting descriptions

Arial Regular 12pt

Small dates, usernames, information

Roboto Mono 12pt



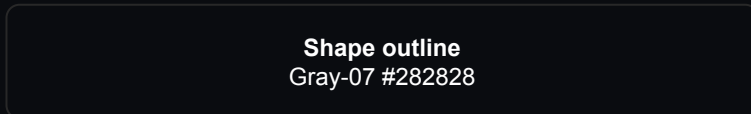
Color palette

You can also always find the color palette here! [→](#)

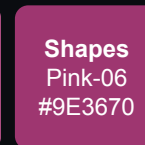
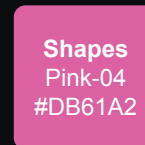
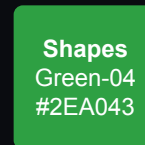
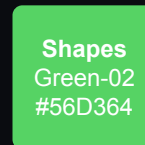
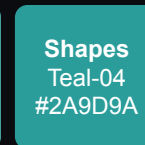
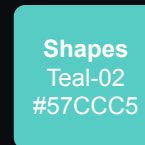
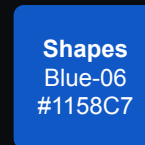
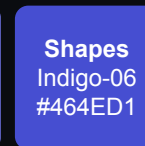
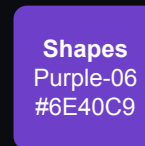
Background Text



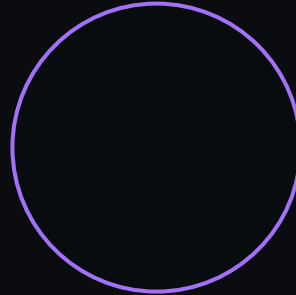
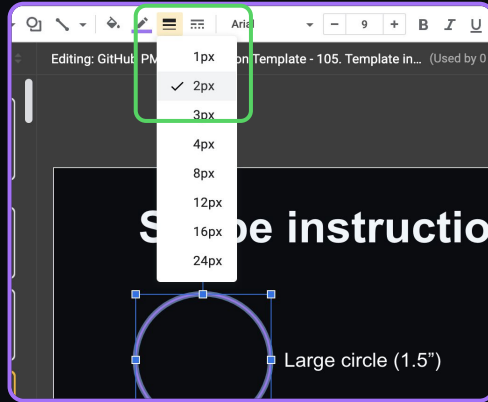
Shape Outline



Shapes



Shape instructions



Large circle
(1.5")



Small circle
(0.6")



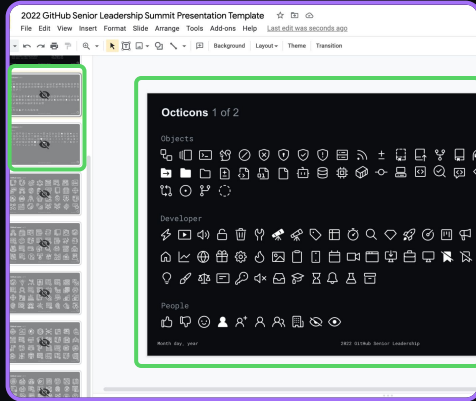
Rectangle with
rounded corners

When creating rounded corner rectangles, lines, or circles, all line widths or outlines should be 2px

Either create your own shape and follow the shape instructions or feel free to copy and paste from here! Click "Slide" then "Edit theme" and then copy and paste the intended shape. Click the "x" at the top right to exit theme and return to presentation view.

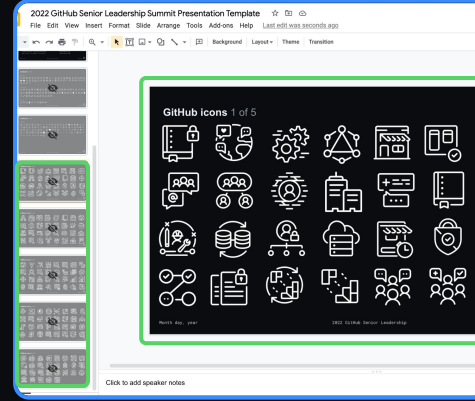


Icon instructions



Small circle (0.6")

When you see the small circle, find an Octicon from the Octicon pages and copy/paste into the center of the circle. No need to resize.



Large circle (1.5")

When you see the large circle, find a GitHub icon from the GitHub icon pages and copy/paste into the center of the circle. No need to resize.



GitHub logos

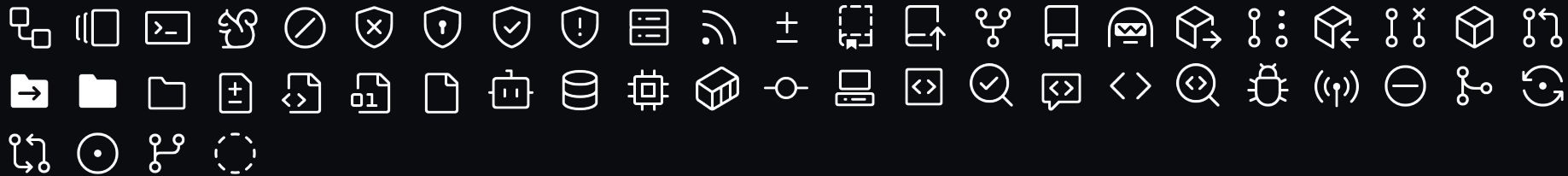


GitHub



Octicons 1 of 2

Objects



Developer

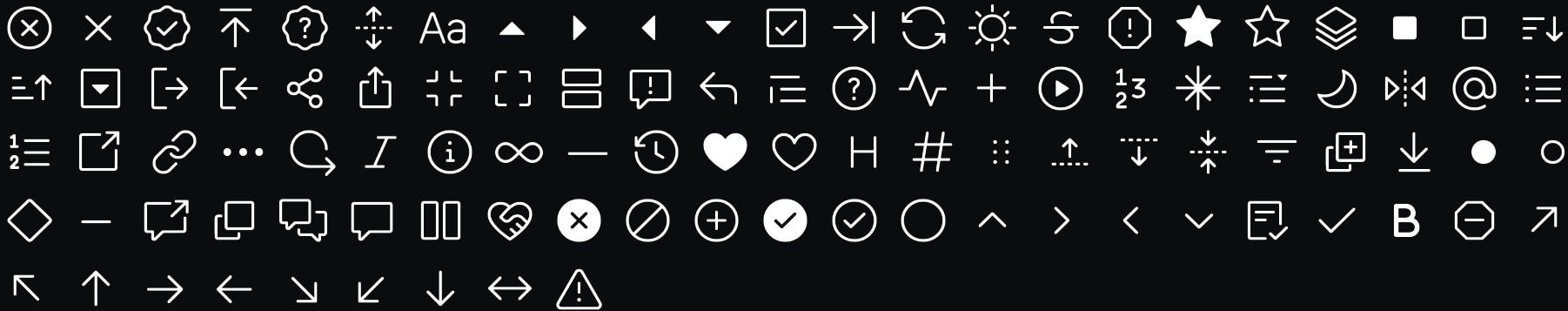


People



Octicons 2 of 2

Symbols



GitHub icons 1 of 5



API



Accelerated SDLC



Access and permission



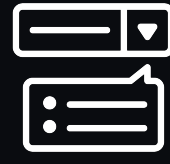
Actions



Add tasks to columns



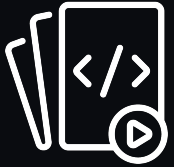
Admin mentoring



Administration



All for one



Any language



Augmented reality



Automate your workflow



Autonomous coding



Blockchain



Bug Hunter



Build



Business



CLI easy creation



CLI seamless navigation



CLI status check



CVE record



Career Ladder



Celebration



Changelog



Code Nav



Code alert 2023



Code as data



Code diff



Code hosting and Open Source Software



Code software



Collection



Community actions



Community forum

GitHub icons 2 of 5



Community management



Community-led security approach



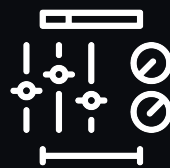
Community-powered



Configuration as code



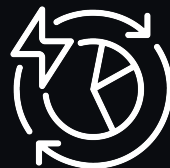
Continuous integration



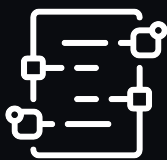
Customized training



Data-driven recommendations



Data-driven



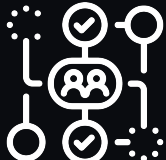
Dependencies



Dependencies 2



Dependency insight dashboard



DevOps workflow



Developer identity



Developers



Disaster recovery



Documentation



Double ship it



Dreamlifter



Ecosystem



Education



Enterprise Cloud



Enterprise Observability



Enterprise Server



Enterprise availability



Enterprise @23



Enterprise



Existing vulnerability



Explore and Open



Finish your project



Flexible permission



Forum



Get organized

GitHub icons 3 of 5



Git + GitHub



Git encryption



GitHub Archive Program



GitHub Arctic Code Vault



GitHub CLI



GitHub Mobile



GitHub One



GitHub Pages



GitHub Transformative services



GitHub for business



GitHub for teams



GraphQL



Hosting



Hubot



Ideas



Implementation



Innersource starter



Innersource



Insights



Integrations



Internal repos



Learning GitHub



Learning Lab for Orgs



Learning Lab



Live Docs 2023



Locked documents



Locked repo



Machine Learning and Open Source



Magnifying Glass



Maintainer

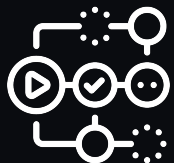


Marketplace trial



Marketplace

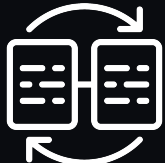
GitHub icons 4 of 5



Matrix build



Metrics implementation



Migration



Migrations



Multi-container testing



Multiple OS & Containers



Nested teams



New user



Newsfeed



Org insights dashboard



Org wide security policies



Organized by project status



Packages



Permissions



Platform



Premium support



Private pages



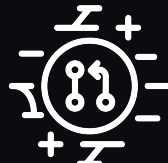
Private repos



Project management



Protected branches



Pull request



Required status check



Responsible vulnerability report



Revolutionary security engine



Scale 2023



Secret store



Security advisory API



Security and Open Source



Security software



Security and administration



Security policy



Security researcher

GitHub icons 5 of 5



Security



See project activity



Service account engineer



Share work



Skywalker



Sponsors in product



Sponsors



Suggested changes



Team activity



Team discussions



Team mentions



Team metrics



Token scanning



Topic



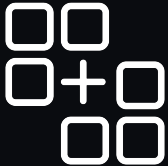
Track progress



Train the trainer



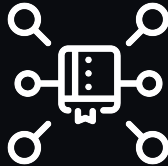
Unified business



Unified contributions



Unified search



Used by



Virtual reality



Vulnerability data



Webhooks



Workflow consultation



Workflow settings
February 4, 2023





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