

Joind.in Project Management Proposal

My name is Joe Ferguson and I, along with the undersigned individuals would like to formally propose building a team of volunteers to take over management, hosting, and operation of the Joind.in service. I feel strongly that Joind.in was critical in my career as a technical speaker and would hate for the service to not be accessible to future conference speakers. Operating an open source project is a mountain of work often leading contributors and maintainers to burnout. This proposal is specific in regards to how the project leadership should be structured with an emphasis of cross training and mentoring the next generation of maintainers. No one person should bear the burden of an entire project. Work should be delegated to eager individuals interested in having a meaningful impact in not only an open source project, but the community of contributors, speakers, and event hosts.

Most open source projects fail over time due to loss of interest and “real life” happening to maintainers. If we take the approach of always being on the lookout for the next maintainer and ensure we’re mentoring those individuals, we can offset some of the normal attrition over time. Open source projects with corporate backing often last longer and are over all better projects due to funding and support of a company. While at this time there is no parent company involved in this proposal, it may be in the best interests of the project to establish itself as a formal nonprofit company to better leverage funding from potential grants and incentivising corporate donations via tax benefits in the United States. We would also want to find a knowledgeable person around tax laws and how we could expand our nonprofit status to international donors.

Goals

- Continue the hosted Joind.in service
- Continue development of the open source project
- Maintain a positive OSS culture and foster mentoring and learning from the lowest level to the primary maintainer
- Empower and embrace our diverse community to teach and learn from each other

Project Structure

The project should be led by a volunteer leadership committee of at least three individuals:

1. **“Primary Responsible Party”** who would be in operational control of the project and manage services and logistics of operating the project.
2. **“Product Responsible Party”** who would control and lead product focus of the project to establish direction forward and guide implementation of user experience with heavy focus on accessibility.

3. **“Development Responsible Party”** who would be responsible and lead the development of the product based on input from the “Product Responsible Party” and “Primary Responsible Party” and any subcommittees or work groups that may evolve out of necessity.
4. **“Security Responsible Party”** who would be responsible and lead the security aspects of the product based on input from the “Primary Responsible Party” and the “Development Responsible Party” and guide the team towards building a secure platform.

From these minimum three individuals can come any number of committees or work groups as needed to share workload. Term limits for these roles will be limited to two years in order to foster continuity and reduce the likelihood of burnout.

Short Term Plans (Now - March 2019)

- Ensure access requirements are updated and secure
- Inventory infrastructure and versions
- Patch any known vulnerabilities or discoveries
- Start regularly scheduled cadence meeting of project managers to discuss and communicate

Near Term Plans (Now - July 2019)

- Review and prioritize Issue backlog (“Product Responsible Party”)
- Evaluate logistics of formalizing Project as an organization (“Primary Responsible Party”)
- Triage high priority issues (“Development Responsible Party”)
- Leverage past contributors to return to the project and pitch in

Longer Term Strategy (Later 2019/ 2020)

- Finish/consolidate versions/rewrites to a single platform, update build tooling and processes
- Maintain a culture of mentoring not only new developers to OSS but also product focused individuals as well as maintainers so that when a maintainer steps down the organization easily shuffles around people to roles they are already familiar with.

I would love to schedule a time to talk through any questions or concerns you may have. Thanks for your time, and thank you so much for all of your efforts to make Joind.in what it is today.

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