



Open Source Requirements Management Tool

Mission, Strategy, Vision and Values

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Revision History

Date	Version	Description	Author
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05-03-2019	1.7	Second Revision	Alan Clifford, Choo
03-03-2019	1.6	First Revision	Alan Clifford
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1. Mission, Vision Strategy and Values

Preamble

Community is the beating heart of free, open source software. We are a diverse, global community of ordinary people who support one another, strengthen our Community and work together to build an extraordinary software development tool that will transform the world.

1.1 Our Mission

Make it easier and faster for developers to deliver reliable, secure software.

1.2 Our Strategy

Deliver excellent free, open source alternatives to expensive, proprietary, commercial products.

Support OSRMT (requirements management tool)

Create LibreDev (Application Lifecycle Management environment)

Ensure the success of our open source initiative by:

- ensuring everyone is aware of our initiative
- ensuring everyone knows the advantages of our tools
- ensuring everyone knows the advantages of becoming part of our Community
- ensuring our users and Members have a positive experience
- providing good documentation, on-line help and video tutorials
- delivering monthly releases with new features and bug fixes based on feedback
- providing support through active forums

1.3 Our Vision

A world where every developer uses LibreDev (or an equivalent free, open source alternative) and contributes to its continued improvement.

1.4 Our Values

We believe diverse backgrounds, experiences, knowledge and skills are a strength of our Community. As a result:

- we welcome all who share our Mission, Strategy, Vision & Values to join our Community
- we do not discriminate against people nor tolerate those who do in our Community. [1]

We believe there should be no barrier to membership in our Community so membership is and always will be free (without charge).

We are volunteers. We chose to belong to our Community. We are not paid to belong. We are not forced to belong. We are free to leave whenever we choose.

We empower our Members and help them learn and grow.

We believe every Member is valuable and work to make them feel valued.

We have fun. We all have jobs in the real world and are here because we want to be here. So, while we're creating an extraordinary tool that will transform the world, we have fun.

We value new members because they bring enthusiasm as well as diversity. As a result:

- we welcome them when they join our Community
- we avoid terms such as "newbie" that are often seen as derogatory
- we ensure they have a positive experience by:
 - providing documentation to help them
 - providing a Welcome team whose mission is to:
 - guide and support them until they are comfortable with our culture and processes
 - advocate on their behalf with the rest of our Community.

We protect Member privacy.

We take our Members' concerns seriously. As a result, we have an Advocate (a "public defender") who reports directly to our Coordinator and whose sole mission is to represent the interests of individual Members if they feel they have a problem within our Community or with our Team Coordinators.

We treat one another with dignity and respect. We are thoughtful and courteous in our interactions.

We use "please", "thank you", and "I'm sorry" as powerful communication tools

We offer gentle, constructive criticism and graciously accept constructive criticism

We ask for other's comments, suggestions and criticisms and respond to their requests

We let others know:

what we're doing

if we're going to be offline for more than a day

"Tact is the art of making a point without making an enemy."

– Isaac Newton

We use collaboration and consensus to achieve our Vision.

We are committed to excellence (doing the best job we can) and use Continuous Improvement to advance towards it. Every time we do something, we explore how we could do it better next time. [3]

We use evidence and reason rather than our personal preference as the basis for our decisions.

We use our real names in our Community rather than hiding behind pseudonyms. We take credit for our work and acknowledge our errors and mistakes.

We listen to our Users and thank them for their feedback.

We value and welcome all contributions and thank everyone for their contribution. We have a Thank You team whose sole mission is to accept, acknowledge and thank everyone for every contribution, comment, suggestion and criticism they honor us with. [2]

Contributions are key to helping us achieve our Vision. When we all share what we know, we all have a vast store of knowledge ("the wisdom of the crowd"). Together we are strong. Cooperation and community are powerful tools.

*"'Thank you' is a really neglected form of compensation."
– Robert Townsend*

We choose Coordinators from within our Community based on their contribution and character. Our core leadership principle is *Primus inter pares* (Latin "first among equals"). Coordinators empower us rather than control us.

Coordinator	Represents our Community to the rest of the world Includes a Planning team with representatives from other areas Includes Open Source Community Liaison team Maintains our Mission, Strategy, Vision & Values Our equivalent of CEO
Advocate	Represent the interests of individual Members if they feel they have a problem within our Community or with our Team Coordinators. Our equivalent of ombudsman
Awareness Team	Makes world aware of our initiative Gives them reasons to join our initiative Includes Fund Raising team dealing with donors and patrons Our equivalent of Sales, Marketing, PR
Source Team	Coordinates all changes to source Maintains our Release Process

	Our equivalent of COO, CTO
Quality Assurance Team	Coordinates Validation and Quality Assurance Independent of Source and Communications
Communications Team	Coordinates changes to manuals, tutorials, FAQ, notifications Includes Translation
Community Team	Coordinates the interactions of Members within our Community Handles interactions with Users and rest of the world Includes Welcome team Includes Thank You team Provides support
Administration Team	Provides financial, legal, purchasing and other services Provide system administration support

We develop, support and advocate for free, open source software embodying the freedom to acquire without charge, use for any purpose, build completely from source, examine source, modify source and redistribute original or modified source under the same licensing terms.

“Free’ as in ‘free speech’ as well as ‘free’ as in free beer”

– Richard Stallman, adapted by us

We uphold our core principle (*Pro Bono Publico*, Latin “for the public good”). We are non-profit and act as stewards on behalf of our Users, Members, patrons and donors. We use any surplus of donations over expenses to achieve our Vision.

We are open and transparent. We make our Mission, Strategy, Vision & Values, Release Process, source, manuals, finances and plans available for all the world to see.

We use our tool to build a better tool. Each new version of OSRMT is specified using OSRMT. When we release LibreDev, we will do the same. We use our tool to demonstrate our commitment to providing a useful tool to our users.

We use open source software and tools as much as possible and with our contribution help other open source communities build better software faster. When we all share the source we have, we all have a vast library of source. Together we are strong. That’s the key strength of open source.

We deliver a release on the last day of every month using our standard, public Release Process. Each release contains one or more new features plus bug fixes and updated manuals and on-line help.

Notes:

Discrimination categories includes age, body size, disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socioeconomic status, nationality, personal appearance, race, religion, or sexual identity and orientation. This excellent list is from the GitHub Contributor Covenant Code of Conduct.

Contributions can include:

- code (even a few lines are useful)
- a bug report
- a typo/spelling/grammatical error report
- a dead link report
- suggestions for new features or improvements to existing features
- criticism of existing features
- links to useful articles
- suggestions for tools and products that we can integrate into OSRMT to improve it
- any other work, opinion or idea that can improve our Community

Continuous Improvement - ongoing effort to improve efficiency, effectiveness and flexibility of products, services, and processes by constantly evaluating and improving them incrementally.