Mission, Strategy, Vision and Values

Version 1.8

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Revision History

Date	Version	Description	Author
06-20-2019	1.8	Third Revision	Alan Clifford, Choo
05-03-2019	1.7	Second Revision	Alan Clifford, Choo
03-03-2019	1.6	First Revision	Alan Clifford
02-20-2019	1.6	Initial Version	Alan Clifford, Zoran Pandovski

Revision History

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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 team of people who support one another, strengthen our Community, and work together to achieve our shared vision.

Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results. – Andrew Carnegie

We, a community of ordinary people, are creating an extraordinary tool that will transform software development.

Our Mission

Deliver a free, open-source tool that makes it easier and faster for developers to deliver reliable, secure software that users love.

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
    - The benefits of our tools
    - The benefits of becoming a member of our Community
  - Ensuring our Users and Members have a positive experience
  - Providing excellent documentation, online help, and video tutorials
  - Delivering monthly releases with new features and bug fixes based on feedback
  - Providing support through active forums

Our Vision

A world where <u>every</u> developer uses our tool and <u>contributes</u> to its continued improvement.

Our Values

We believe diverse backgrounds, experiences, knowledge, and skills improve the 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. And, because we are volunteers, **we**

choose how we contribute to our Community. We all have lives and jobs in the real world so our community involvement is our third priority. We anticipate delays and are flexible. We let others know what we're doing and when we're going to be offline for more than a couple of days.

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 couple of days

> *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 vital 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 an ombudsman.
Awareness Team	Makes the 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 the source code. Coordinates all changes to the libraries. 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 communications of Members within our Community. Handles communications with Users and the rest of the world. Includes Welcome team. Includes Thank You team. Provides support to Users.
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" <u>as well as</u> "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 a 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 other 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:

1. Discrimination categories include 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.

2. Contributions can include:
   1. Source code (even a few lines are useful)
   2. A bug report
   3. A typo/spelling/grammatical error report
   4. A dead link report
   5. Suggestions for new features or improvements to existing features
   6. Criticism of existing features
   7. Links to useful articles
   8. Suggestions for tools and products that we can integrate into OSRMT to improve it
   9. Any other work, opinion or idea that can improve our Community

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