

Build Your Contributor Pipeline

CNCF SIG Contributor Strategy
Carolyn Van Slyck
Josh Berkus



Carolyn Van Slyck
Principal Software Engineer
Microsoft



Josh Berkus
Community Architect
Red Hat



What are you building?

Where do contributors come from?

Individual Users

- They use it, or develop with it
- Sometimes: really excited
- Sometimes: want to fix something specific
- Usually power/production users

Corporate Users

- Their company depends on it
- Sometimes: come to fix something
- Sometimes: come to maintain

Learners

- Want to learn the language, OR
- Want to learn the tech, OR
- Want to beef up resume

Who do you want to join?

- New or Existing users?
- Are you lacking contributors with specific skills?

Project Management, Technical Writing, Design

- Non-code contributors:

Docs, user stories, blog posts, design, event management

- Experienced maintainers?

Enablers

Low Investment:

- contributing.md
- build docs
- contrib list/chat
- public dev meetings
- newsletter
- contrib ladder
- dev roadmap

High Investment:

- contrib tutorial
- contributor hours
- live workshops
- hackathons
- mentoring programs
- live test env

Recognition!

- digital badges
- swag
- public thank yous



Blockers

- CLA
- no/slow repo rights
- unclear/hostile governance
- difficult merge process
- opaque tests
- slow/no reviews
- usurping PRs

Communications: Principles

- do your work in the open
- discuss strategy/plans, not just code
- set expectations around response times
- fewer/optional meetings are better

Communications: What's most valuable

1. Written asynchronous communications

Docs, Mailing List, Blog, Discussion Forum

2. Developer Meeting

3. Office Hours / End-User Forum

"Community Meetings" work better in other formats

Set your expectations

- Pick what makes sense for your project
- Focus initially on what helps you scale
- Try one at a time



*This will always be an activity, it is
not a destination*

Community must advertise

- Readme
- Contributing Guide / Landing Page
- Good First Issues
- Events/talks



Example Readme

Looking for Contributors

Want to work on Porter with us? ❤️ We are actively seeking out new contributors with the hopes of building up both casual contributors and enticing some of you into becoming reviewers and maintainers.

Start with our [New Contributors Guide](#)

Porter wouldn't be possible without our [contributors](#), carrying the load and making it better every day! 🎉

Example Landing Page

Work on Porter with us! ❤️

Are you interested in contributing to an open-source Go project?

 Do you care about being in a welcoming, inclusive community?

 Would you like to get into a project at the beginning and have an impact?

We are seeking out new contributors with the hopes of building up both casual contributors and enticing some of you into becoming reviewers and maintainers.

Getting Started

- What is the project?
- Where should you start?
- What can you work on?
- Who can be a maintainer?

Example Contributing Guide

Welcome! We are glad that you want to contribute to our project! ❤️

As you get started, you are in the best position to give us feedback on areas of our project that we need help with including:

- Problems found during setting up a new developer environment
- Gaps in our Quickstart Guide or documentation
- Bugs in our automation scripts

If anything doesn't make sense, or doesn't work when you run it, please open a bug report and let us know!

Ways to Contribute

We welcome many different types of contributions including:

- New features
- Builds, CI/CD
- Bug fixes
- Documentation
- Issue Triage
- Answering questions on Slack/Mailing List
- Web design
- Communications / Social Media / Blog Posts
- Release management

Help Wanted Label

- Low Barrier to Entry
- Clear Task
- Medium to Low Priority
- Up to Date
- May be looking for specialized skills

Good First Issue Label

- No Barrier to Entry
- Issue Provides Enough Context
- Solution Explained in Issue
- Gives Examples to Copy and Modify
- Identifies Relevant Code
- Ready to Test

Example Good First Issue

This change can be made in the following function:

Save the porter version (get.porter.sh/pkg -> pkg.Version + pkg.Commit) during `porter build`:

```
porter/pkg/cnab/config-adapter/stamp.go
Line 63 in 5efddb8
```

```
63     func (c *ManifestConverter) GenerateStamp() (Stamp, error) {
```

```
porter/pkg/cnab/config-adapter/stamp_test.go
Line 17 in 5efddb8
```

```
17     func TestConfig_GenerateStamp(t *testing.T) {
```

Print the porter version during `porter explain`:

1. Add PorterVersion field to

```
porter/pkg/porter/explain.go
Line 22 in 5efddb8
```

```
22     type PrintableBundle struct {
```

2. Load the stamp from the bundle using `pkg/cnab/config-adapter.LoadStamp(bundle)` and set PorterVersion

```
porter/pkg/porter/explain.go
Lines 186 to 191 in 5efddb8
```

```
186     func generatePrintable(bun bundle.Bundle) (*PrintableBundle, error) {
187         pb := PrintableBundle{
188             Name:        bun.Name,
189             Description: bun.Description,
190             Version:     bun.Version,
191         }
```

Perpetual Good First Issue

- New contributors have a unique (and temporary) perspective
- Get feedback on documentation and new user experience
- If they can open a PR for problems found, even better!

Onboarding

- Contributing Guide
 - Environment Set up
 - Contributing Tutorial
 - Project Tutorials
- First Pull Request Experience



Teaching Mediums

- Text first. More accessible.
- Videos, keep them small. You will re-record as things change
- In-person is the least scalable

Example Contributing Tutorial

Contributing Tutorial

We are excited to have you join the Porter community! This tutorial will walk you through how to modify Porter and try out your changes. We encourage you to follow the tutorial before submitting your first pull request because this will help you get your environment set up and become familiar with how to make a change and test it out.

If you run into any trouble, please let us know! The best way to ask for help is to start a new discussion on our [forum](#).

- [Try Porter](#)
- [Setup Environment](#)
 - [Add GOPATH/bin to your PATH](#)
- [Checkout Code](#)
 - [Install Mage](#)
- [Configure Signing](#)
- [Build Porter](#)
- [Verify Porter](#)
 - [Use the locally built porter](#)
- [Change Porter](#)
- [Test Your Changes](#)
- [Celebrate!](#)

Contributor Ladder

- Outline project roles and how to achieve them
- Consider roles you need but don't have yet
- Agree on how contributors can earn trust
- Shows people that there is a path to maintainer

Example Contributor Ladder

Contribution Ladder

- Community Member
- Contributor
 - How to become a contributor
- Maintainer
 - How to become a maintainer
- Admin
 - How to become an admin

Our ladder defines the roles and responsibilities on this project and how to participate with the goal of moving from a user to a maintainer. You will need to gain people's trust, demonstrate your competence and understanding, and meet the requirements of the role.

Templates

- <https://github.com/cncf/project-templates>
- [Readme](#)
- [Contributing Guide](#)
- [Contributor Ladder](#)

Guides

- <https://github.com/cncf/sig-contributor-strategy>
- [Issue Labeling](#)
- [Recruiting Playbook](#)
- [Contributor Growth Framework](#)

CNCF SIG Contributor Strategy

- Meet every 1st and 3rd Thursday at 10:30am Pacific Time
- Contributor Growth

2nd and 4th Tuesdays at 2pm Pacific

- Governance
- Maintainers Circle