

Proactive.

That's it, that's the manifesto.

Open Source Matters needs to move from being **reactive** to **proactive**.

Being proactive as an organization would help OSM better support the Joomla community with legal, financial, and procedural guidance—the very reason for OSM's existence. This can be broken down into 5 main areas:

Proactive inclusion.

From finding new contributors, to reconnecting with our communities all over the world, to directly engaging our team members with OSM decisions and processes—there are many places where **proactive inclusion** would help our community grow and become a more welcoming environment.

Proactive transparency.

Open Source Matters has a lot of public documentation and records, but it's hard to find even if you're looking for it. Public does not always mean transparent.

As an organization, our processes can be improved to better share with our community, and invite contributions through a community-oriented decision-making framework.

Proactive fundraising.

Right now we rely on ads for most of our income. By diversifying our income streams with fundraising strategies, we can reduce our reliance on ads. (No one likes ads.)

This would benefit both OSM and the new Joomla Foundation, which could then be used to directly support our global communities.

Proactive leadership.

As leaders, we are responsible for keeping our community safe, welcoming, and for encouraging people to contribute and grow.

Proactive leadership strategies would help support those of us who found ourselves in leadership positions by being active, but feel less comfortable with things like conflict resolution and setting goals for a team.

Proactive compliance.

Legal matters can be dry, but they are critical to protect our community and project. We need to review our existing legal documents, contracts, and templates in order to make sure we are compliant and that they are up-to-date. This will also provide an opportunity to renegotiate contracts if we find any areas where Open Source Matters is at risk for unnecessary liability.

We should also create plain language summaries of any public legal documents or contract templates, like our bylaws, privacy policy, nondisclosure policy, etc. Legal jargon is hard to understand for pretty much everyone; we can do better.

Why me?

I like to dig into the parts of running an organization that other people may avoid. For example, creating sustainable and structured processes is something that I am really good at, and which I believe can help OSM and Joomla become more efficient. Contrary to popular belief, good processes are not restrictive—they are freeing! They help people know what to expect, how to get involved, and when.

Additionally, my experience working with nonprofit organizations means that I am familiar with the responsibility and duties of serving on a board, and I can draw from that experience to help us accomplish our goals.

I am passionate about Joomla both as a CMS, as well as the organization and community surrounding it. Joomla has honestly changed my life. The CMS has allowed me to build a business, and through the community I have found lifelong friendships and even love.

Professionally, I'm an independent front end web developer and user experience engineer. I've been part of the Joomla community since 2014, when I attended the Joomla Developers Conference in Chicago, and Joomla World Conference in Mexico. Since then, I have spoken at various events, written many articles for the magazine, contributed code and documentation, and participated in several teams and working groups. Most recently, I have been working as the lead of the Joomla Experience Team.

A (proactive!) conflict of interest note.

Some people may recognize my last name. In the spirit of transparency, I want to confirm that my husband is Nicholas Dionysopoulos, the founder of Akeeba and lead developer of the popular extensions Akeeba Backup and Akeeba Admin Tools. Additionally, like many other contributors, my own business is dependent on Joomla.

However, I have very strong negative feelings about unfair advantages, even if I personally would benefit from them. Nicholas feels the same.

Any benefit our respective businesses would have from me being on the board would be the same as any other business dependent on Joomla. I believe **all** of us would gain from a more proactive Open Source Matters.

Informational advantages

I would never disclose sensitive information and he would never ask me to. We both find the thought disgusting.

My meetings are already held in a separate room behind a closed door and with sound insulation. (We had that set up to reduce echo on calls; it also ensures privacy.)

Also, we have a very active 5 year old that is with him when I am in meetings. Trust me, you can't focus on anything else when playing with her. 😊

Contribution advantages

Nicholas has agreed to not be involved in any Joomla contributions beyond bug reports for the duration of my term if elected, unless explicitly requested by the Production Leadership Team as a result of a public discussion and vote (from which I would abstain).

Financial advantages

For that entire term he pledges to not accept any direct or indirect compensation from the project (e.g. traveling with me for an event).

If we happen to attend the same event, he will pay for his and our daughter's travel and our family's hotel expenses out of his own pocket, thus saving the project money by covering some of my own expenses that would usually be charged.

In the interest of radical and proactive transparency, we are also both willing to publicly disclose bookings, receipts, and relevant credit card excerpts from travel or events to demonstrate there is no misappropriation of project funds.

Thank you!

Thank you for your consideration! I am always available for questions at crystal.dionysopoulos@community.joomla.org or on Mattermost.