

# Plone Foundation Organizational report 2024-2025

## Plone Foundation Board of Directors

- President: Martin Peeters
- Vice-President: Guido Stevens
- Secretary: Brian Davis
- Eric Bréhault
- Rafahela Garcia Bazzanella
- João Henrique Gouveia
- Mikel Larreategi
- Treasurer: Steve Piercy (non-voting)

Brian is the Marketing chair, Rafahela is the Membership Committee chair, Mikel is the liaison to the Security team, and Eric is the liaison to GSoC team.

## Governance

The Plone Foundation Board has identified three priorities for focused attention and effort during the 2024-2025 term

### Strengthen the Plone Foundation

- Push for more diversity in the community (Eric) – Martin
  - ***Google Summer of Code (GSoC) is currently the only effective action that we can report to push more diversity.***
- Lower our carbon footprint as a community (Eric)
  - ***An initiative was started to encourage people going to the Plone Conference by train and a promotion of this initiative was made at the Plone Conference.***
- Have a straightforward sponsorship program (Providers, Foundation Sponsors, Conference Sponsors, Individual Sponsors, GitHub sponsors, ...) managed by a Team (Guido) – Martin, Mikel
  - Improve the process to reduce administrative work
  - ***Despite a new proposal in 2024 to renew the sponsorship program, we were unable to establish a new sponsorship team this year, which ultimately led to a dysfunction that we had to address. Fortunately, Mikel created a new proposal and will lead this program for the***

*following year. There were already a few meetings between the Board, Mikel, the Treasurer, and the Marketing team to improve collaboration and communication on this.*

- Have a written list of requirements to organize Conferences/Sprints/... (Mikel) – Guido
  - *A document was drafted with the requirements to organize a Conference. This document was shared with possible organizer of 2026.*
- Find new funding sources for the Plone Foundation (Martin)
  - *We are looking to establish an EU entity to reduce costs associated with financial transactions and gain access to new sources of funding.*
- Having new Plone Foundation members and increasing their participation in the life of the Plone Foundation (Rafahela) – Martin, Mikel
  - Better define benefits/duties of Foundation Membership (Brian)
  - *The Membership Committee was renewed, and the Plone Foundation welcomed 14 new members this year. Also a new page <https://plone.org/foundation/members/plone-foundation-membership-benefits-duties> was published on plone.org.*
- Align sprint planning with sponsorship commitments and product roadmap (Mikel) – Guido, Martin
  - *We ensured that the roadmap was aligned with the funding of sprints, and ensured that the money spent by the Foundation was evenly distributed between sprint organizers. By doing so, the Board had the opportunity to make a Budget accordingly.*
- Ensure financial operations & treasury transfer resulting in a workable and future-proof treasury (Guido) – Martin
  - *A new treasurer has been found (Steve Piercy), and he has been making excellent progress reviewing the current processes, and issues, and offer his help to solve them.*

## **Empower the Plone Community**

- More in-person events (sprints of course, but not only) (Eric)
  - Make sure the events are successful & energizing & diverse
  - *We had more strategic sprints this year than we used.*
- Training: Think of ways to better train newcomers (Rafahela) – Gouveia
  - *Erico did a 3-day training to level the knowledge of new community members. PloneGov-BR community will format a document with initial steps.*

- Have a clear and community-adopted Roadmap, shared between Classic & Volto Teams (Guido) – Mikel
  - ***We ensured that the roadmap was aligned between teams and sprint organizers; unfortunately, we encountered a few communication issues due to some misunderstandings and miscommunications related to the change of Treasurer.***
- Renew/revamp sub-communities like PloneGov, PloneEdu (Martin)
  - ***The PloneEdu team was revamped.***
- Start new teams like plone.org Dev Team and Grants/Fundraising Team (Brian)
  - ***Plone.org web team has recruited contributors, held initial meetings, and set their sights on a 2026 upgrade of plone.org. This consists of 2 sub-teams: Dev Team and Content Team. Initial focus of the dev team will be upgrading to the latest version of Volto, cookiecutter, and VLT. Content team will focus on rethinking the site's Information Architecture, speaking to a wider audience of decision makers, and tailored marketing towards various industry verticals. Marketing Team considers this to be our major project for the upcoming year. Formation of a Grants/fundraising team was delayed by the Treasurer Search, but hopeful this can now gain some traction.***
- Make sure the conference is a success (Mikel)
  - ***Helped organizers with regular meetings.***

## Promote and Market Plone

- Promote the latest advancements in Plone/Volto (Distributions/Headless/Real-time web) and Promote Plone to frontend communities (Brian) – Eric
  - ***We have promoted 8 new releases of Plone since last year's conference. We have published reports from every sprint that include the latest collaborative developments. We have a page on plone.org dedicated to Headless <https://plone.org/why-plone/plone-as-a-headless-cms> and are intending to follow up with Victor again for more information now that more Headless work has been completed. Marketing Team has discussed promoting Volto releases directly on plone.org in the future. Brian did a talk for WPD dedicated to real-time web and how Volto can interact with 3rd party APIs.***
- Improve plone.org SEO and metadata (google search console, web crawls, backlinks) (Brian) – Mikel
  - ***We have begun looking at our SEO with Google Search Console, ahrefs, and other crawl tools. Vitaliy's addition to the Marketing Team has been***

*instrumental. He has helped us to think SEO-first. We have put effort into identifying untapped SEO potential of under-served industry sectors and promoting differing use cases for Plone. Since we are planning a major content overhaul, we intend to coordinate a wider SEO effort with the relaunch of plone.org in 2026.*

- Encourage participation in community events ([tune-up days](#), [sprints](#), [WPD](#), [PloneConf](#)) (Brian)
  - *Marketing Team has been blasting social media with event notices at a much higher rate than we did in previous years. This is mostly thanks to Astrid's great work.*
- Assess/contribute Plone reviews/information around the internet (CMS Comparisons, outdated Wikipedia page, etc) (Brian) – Mikel
  - *Astrid has been leading this effort to improve Plone information around the internet. Such places include LinkedIn, g2.com, Google reviews, stackshare, trustradius, and CMS Garden. Also, we produced document stating how to update Wikidata information on Plone.*
- Promote having better and clearer documentation and entrypoints for newcomers (Rafahela)
  - *The PloneGov-BR community is writing a document with quick tips for using Plone. We'll check where to make it available to everyone.*
- Reach of posts (Rafahela)
  - Increase reposts by Board and Foundation members
    - *PloneGov-BR community created a Telegram Group with community members to manage support, send news and publish trainings.*
  - Look for regular community events (PloneGov-BR, Python, etc.)
    - *PloneGov-Br community organized PythonCerrado 2025 and will organize a Plone Symposium in November.*

## Membership

### Membership Committee

The Membership Committee reviews all applications for membership in the Foundation and makes recommendations to the Board of Directors.

- Rafahela Garcia Bazzanella, chair
- Martin Peeters
- Paul Roeland

- Fred Van Dijk

## **New Members**

The following new members have been approved. Welcome and thank you for your contributions to the Plone community!

Below is the list of new members:

- Alok Kumar, from India
- Ana Luisa Lopes Ferreira, from Brazil
- Clayton Caetano de Sousa, from Brazil
- David Ichim, from Roumania
- Dante Álvarez Pérez, from Mexico
- Ion Lizarazu, from Basque Country
- Julio Zinga Suzuki Lopes, from Brazil
- Luis Flavio Loreto da Rocha, from Brazil
- Lur Ibargutxi, from Basque Country
- Ramiro Batista da Luz, from Brazil
- Rohan Shaw, from India
- Silvio Carlos Marino, from Brazil
- Unai Etxaburu, from Basque Country
- Wesley Barroso Lopes, from Brazil

## **Status of Membership Roster**

As of October 16, 2025, the breakdown of members by their status:

- Active Members: 96 from 21 countries
- Emeritus: 215
- Pending Review: 3

## Community & Code

### Steering Circle

Eric Steele lead the Steering Circle Meetings are held monthly, on the first Thursday, at 15:00 UTC.

### New Contributors

This year there were 21 active new contributors who signed the Plone contributor agreements, and 4 active new contributors signed the Zope contributor agreements. We are always excited to have new people contributing to the Plone and Zope code base!

### Google Summer of Code (GSoC)

The Plone Foundation was accepted as a mentor organization for the Google Summer of Code 2025. Coordinated by Éric Bréhault, the following students and mentors worked on three distinct projects:

| Student           | Mentor(s)                          |
|-------------------|------------------------------------|
| Andrew Himelstieb | Jens Klein                         |
| Manas Kenge       | Rafael Nunez, Tisha Soumya         |
| Heer Makwana      | Paul Roeland, Nilesh, Tisha Soumya |

## Sprints

### Strategic Sprints

The Board helped fund the following strategic sprints:

- Alpine City Sprint – Innsbruck, Austria – February
- Bucharest Plone Sprint – Bucharest, Romania – March
- Beethoven Sprint – Bonn, Germany – May
- Axolote Sprint – Mexico City – June
- Salamina Sprint – Ferrara, Italy – September

### Community Sprints

Plone Tune-Ups each third Friday of every months

# **Marketing**

## **World Plone Day 2025**

The Marketing Team lead the organization of this year's edition of the World Plone Day. There were 48 videos recorded during this year's event.

## **Plone Conference 2025**

The Plone Foundation supported the organization team during the preparation of Plone Conference 2025.

## **Evangelism & Outreach**

### ***CMS Garden***

We continued our membership and Marketing team members attended to meetings.

## **Plone Tagung**

A new edition of the Plone Tagung was held in June in Koblenz, Germany, the event was sponsored by the Plone Marketing Team.

## **Other initiatives**

- Plone Mão na Massa (1 episode)
- Plone Hands On (4 episodes)
- The Plone Newsroom (1 episode)

## **Sponsorships**

### **Premium Sponsors**

- Enfold Systems
- Ecityclic
- Jazkarta
- kitconcept
- Quaive
- Simples Consultoria
- Syslab

### **Standard Sponsors**

- Agile.Coach
- cloud19

- Kombinat
- RedTurtle

We also had a one time sponsorship of 1000\$ from <https://github.com/frappe>

## **Plone Foundation Heroes (Individual Sponsors)**

As always, a very special thanks also to our individual sponsors:

- 1letter
- Alexander Loechel
- Alin Voinea
- André Clímaco
- Antoine Duchêne
- Dante Álvarez
- David Glick
- David Ichim
- Érico Andrei
- Eric Steele
- Franco Pellegrini
- Fred van Dijk
- Gil Forcada Codinachs
- Guido Stevens
- Jakob Kahl
- Janet Dura
- Jens W. Klein
- Joao Henrique Gouveia
- Jussi Talaskivi
- Karel Calitz
- Kim Paulissen
- Laurent Dany
- Leandro Montenegro Machado

- Lucas Aquino
- Martin Peeters
- Maurits van Rees
- Mikel Larreategi
- Paul Roeland
- Philip Bauer
- Rafael Oliveira
- Raphaël Nunez
- Rikupekka Oksanen
- Rémi Dubois
- Stéphan Geulette
- Sébastien Verbois
- T. Kim Nguyen
- Timo Stollenwerk
- William Fennie

## **Next Plone Foundation Board of Directors**

All active members of the Plone Foundation as of October 15, 2025, at 18:00 UTC, were eligible to vote in the Board election, which was conducted online from October 15 at 00:00 UTC to October 17, 2025, at 8:00 UTC. The election used Scottish STV to select the three board members.

The candidates, and the number of terms they served on the Board were:

- Éric Bréhault (2 terms)
- Gildardo Bautista (no term)
- Mike Metcalfe (no term)
- Rikupekka Oksanen (no term)

### **2025-2027: 3 seats**

- Éric Bréhault
- Gildardo Bautista

- Rikupekka Oksanen

**2024-2026: 4 seats**

- Rafahela Bazzanella
- Brian Davis
- João Gouveia Henrique
- Martin Peeters

The board of directors for the 2025-2026 term will be formed by:

- Éric Bréhault
- Gildardo Bautista
- Rafahela Bazzanella
- Éric Bréhault
- Brian Davis
- João Gouveia Henrique
- Rikupekka Oksanen
- Martin Peeters

The Plone Foundation would like to thanks the outgoing Board members: Mikel Larreategi and Guido Stevens for their service.