THE CARPENTRIES

2023 ANNUAL REPORT

Message from the Executive Director

Dear Carpentries Community,

As we navigate a new year, I extend heartfelt gratitude for the remarkable journey we've shared and the profound impact we've collectively made on data enthusiasts worldwide. Your steadfast commitment to our mission, vision, and values has been instrumental in our success.

Reflecting on the past year, we've encountered challenges that tested our resilience, such as staffing changes. Yet, we've also celebrated significant milestones, including The Carpentries' 25th Anniversary, which underscored our **Strength through Diversity**. These moments reaffirm our status as the leading inclusive community for teaching data and coding skills.

In 2024, our dedication to **Act Openly** will steer us as we transform challenges into opportunities. We're committed to continual learning and sharing insights to shape The Carpentries future. If you haven't already, subscribe to our **Community Calendar**, **Newsletter** or **TopicBox** to stay informed.

Just as a tree needs wind to move, our growth often hinges on facing challenges. In 2024, we embrace these "chopportunities" with open hearts and minds, continuing to innovate, collaborate, and prioritise **People First**.

Let's make this year a catalyst for positive change, showcasing the remarkable impact a united community can achieve. Our vision is **Inclusive of All**, and by working together, we'll reach even greater milestones.

Thank you for your dedication, passion, and unwavering belief in the transformative power of data. Together, let's **Empower One Another** and **Value All Contributions** to drive lasting change in open science.

Kari L. Jordan, PhD
Executive Director

Message from the Board of Directors

Dear Carpentries Community,

As stewards of The Carpentries future, the Board of Directors plays a pivotal role in defining our mission, strategic direction, and ethical standards. We're committed to upholding the highest standards as we make the shift from the advisory role of the Executive Council. I have full confidence in this dedicated group to rise to the occasion.

Together, our Board and the wider community is poised to guide The Carpentries towards a bright and impactful future, and I'm thrilled to embark on this journey with each of you.

I'm filled with optimism and enthusiasm for the remarkable journey ahead for The Carpentries. This past year presented challenges, however, it also showcased our resilience, adaptability, and unwavering commitment to equipping researchers and educators with essential data and coding skills.

2024 holds immense promise for our non-profit project. With our community's dedication and passion, we're well-positioned to advance our goals significantly. Our commitment to inclusivity, open education, and community-driven initiatives remains steadfast, guiding us as we navigate the evolving landscape of technology and education.

Thank you for your invaluable contributions to The Carpentries. I'm excited about what we can achieve together in the year ahead.

Warm regards,

John Chodacki
President, Board of Directors

Members of the Board of Directors pictured top to bottom and left to right:

John Chodacki, Yanina Bellini Saibene, Michael Smith, Nisha Ghatak, Jannetta Steyn, Sarah Stevens, Konrad Förstner, Eboni Dotson, Paola Corrales, Mark Crowe, and Tara Robertson.

2023 Highlights and Plans for 2024

EXECUTIVE

We celebrated the 25th anniversary of The Carpentries! You can revisit our celebratory series on **Mastodon**, **LinkedIn**, and **YouTube** using the hashtag #Carpentries25.

In 2024 The Carpentries will continue its transition from fiscal sponsorship to an independent 501(c)(3) non-profit organisation. Our governance structure has evolved to a Board of Directors, with John Chodacki serving as its first President. Learn more about The Carpentries **governance structure**.

COMMUNITY ENGAGEMENT

We created an official **subcommunity registry**, providing comprehensive details on ongoing activities, websites, and communication channels dedicated to our subcommunities.

We ceased our activity on X (Twitter) as developments on the platform were incompatible with our **core values**. Our social media engagement is now on **Mastodon**, **LinkedIn**, and **YouTube**.

In Africa, our highlights include sponsoring **PyCon Nambia 2023**, Dr Angelique Trusler, our Community Manager, presenting at **UbuntuNet Connect 2023** and also co-authoring the chapter "**Challenges and Opportunities of Digital Humanities Training in South Africa**".
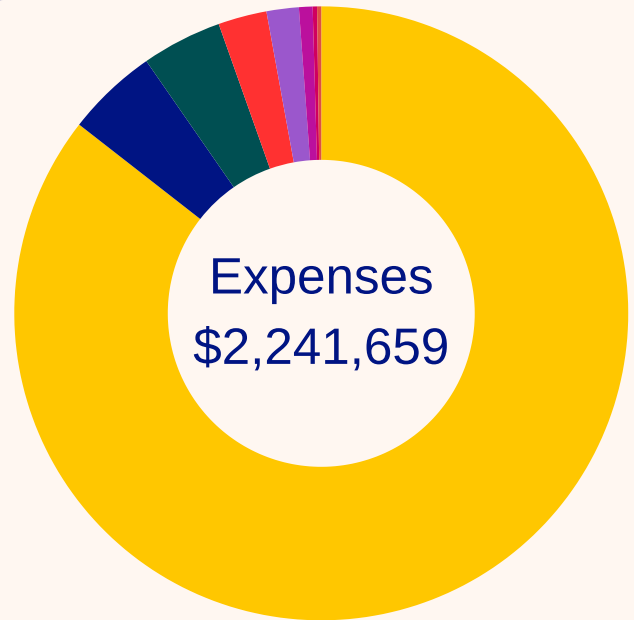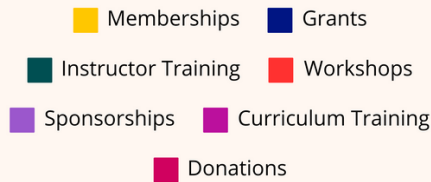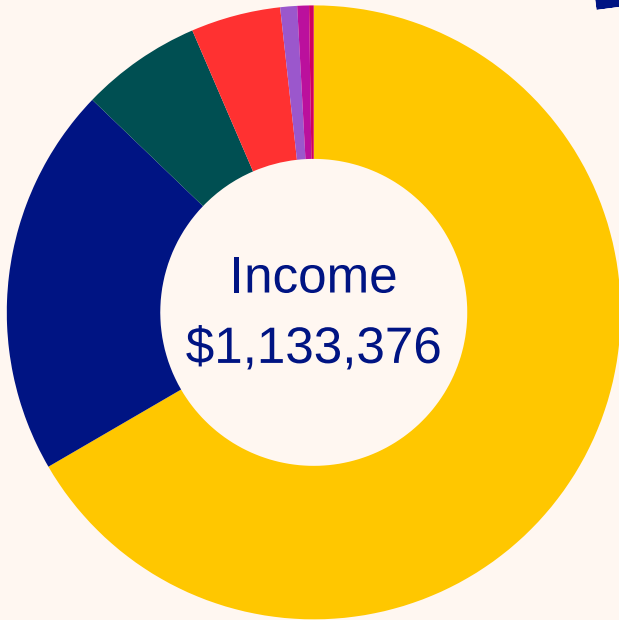
In 2024 we aim to standardise the onboarding and offboarding procedures for all community roles, defining active status requirements and establishing clear reactivation processes. The Andrew W. Mellon Foundation also approved a grant for us to enhance **Glosario**, our open-source, multilingual glossary for computing terms.

CURRICULUM

We released **The Carpentries Workbench** lesson infrastructure to improve lesson accessibility and user-friendliness. We also launched **Collaborative Lesson Development Training**, which teaches best practices in lesson design. We are now focused on scaling-up this program to support our member organisation's needs for training.

WORKSHOPS & INSTRUCTION

We made updates to the **Toolkit of IDEAS**, our practical resource for Instructors, helpers and hosts on inclusion, diversity, equity and accessibility. In 2024 we will focus on managing our volunteer capacity, updating our systems to understand how many Instructors and Trainers are active to help provide appropriate programming.

Income
$1,133,376

Legend:
- Memberships
- Grants
- Instructor Training
- Workshops
- Sponsorships
- Curriculum Training
- Donations

Expenses
$2,241,659

Legend:
- Team Salary & Benefits
- Fiscal Sponsorship
- Consultants
- Meetings & Travel
- Software & Subscription Services
- Program Supplies & Communications
- Other
- Legal & Professional Fees

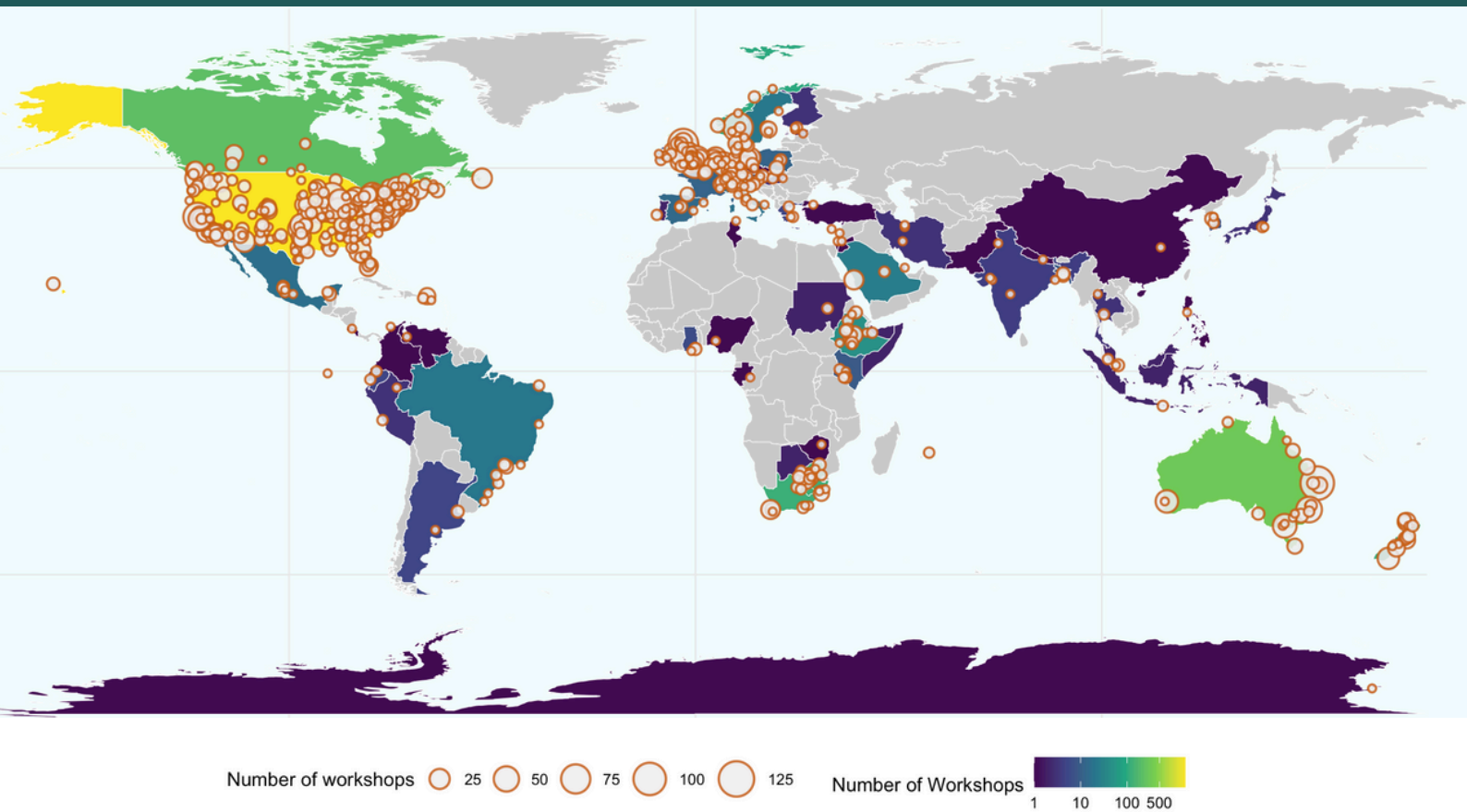| Income by Category	USD	Percent
Memberships	$755,017	66.62%
Grants	$232,956	20.55%
Instructor Training	$72,029	6.36%
Workshops	$53,550	4.72%
Sponsorships	$10,065	0.89%
Curriculum Training	$7,000	0.62%
Donations	$2,759	0.24%
Total	**$1,133,376**	**100%**

Expenses by Category	USD	Percent
Team Salary & Benefits	$1,917,503	85.54%
Fiscal Sponsorship	$107,841	4.81%
Consultants	$94,766	4.23%
Meetings & Travel	$57,400	2.56%
Software & Subscription Services	$38,051	1.70%
Program Supplies & Communications	$16,078	0.72%
Other	$5,144	0.23%
Legal & Professional Fees	$4,874	0.22%
Total	**$2,241,659**	**100%**

In 2023, our income covered only 51% of our expenses. In previous years, grants for development of new programs have comprised a large portion of our income. To support long-term organisational stability, we are shifting focus to building up our operating reliance - the portion of annual expenses covered by programmatic income. Our goal is to reach an operating reliance of 80% by the end of 2025. Towards this goal, we have decreased our expenses by 38% (largely through staff reduction) and are focusing remaining staff time towards supporting our core programming (workshops and trainings).

Year	Operating Reliance
2022	46%
2023	36%
2024*	74%

Our projected operating reliance for 2024 (based on income achieved in 2022-2023) is 74%.

* projected

Number of workshops ○ 25 ○ 50 ○ 75 ○ 100 ○ 125   Number of Workshops   1   10   100 500

Since 2012, we have run **4,300+** workshops in **68** countries and trained **4,500+** volunteer instructors to deliver our **45** collaboratively developed, open lessons to **100,000+** novice learners at our **100** member sites and beyond.

92% of learners surveyed would recommend Carpentries workshops to a friend or colleague.

Our Mission

The Carpentries builds **global capacity** in essential data and computational skills for conducting **efficient**, **open**, and **reproducible** research. We train and foster an active, **inclusive**, **diverse** community of learners and instructors that promotes and models the importance of software and data in research. We collaboratively develop openly-available lessons and deliver these lessons using **evidence-based** teaching practices. We **focus on people** conducting and supporting research.

Image credit: Christina Morillo, Pexels.com (CC BY)

Our Values

● Act Openly ● Empower One Another ● Value All Contributions ● Always Learning ● Inclusive Of All ● People First ● Access For All ● Community Collaboration ● Strength Through Diversity

Thank You

The Carpentries cannot achieve all that it does without the contributions of its community members. Thank you for all the impactful and inspiring ways that you contribute to make this community great.

Alfred P. Sloan Foundation
Andrew W. Mellon Foundation
Board of Directors
Carpentries Core Team
Chan Zuckerberg Initiative
Subcommunity Coordinators
Community Initiatives
Code for Science & Society
Code of Conduct Committee
Curriculum Advisors
Gordon and Betty Moore Foundation
Independent Contractors
Instructor Trainers
Lesson Developer Trainers
Lesson Maintainers
Lesson Program Governance Committees
Member Organisations
Trainers Leadership Committee
Workshop Hosts, Instructors, Helpers, and Learners