

# Five for the Future: How to succeed by making ongoing contributions to WordPress



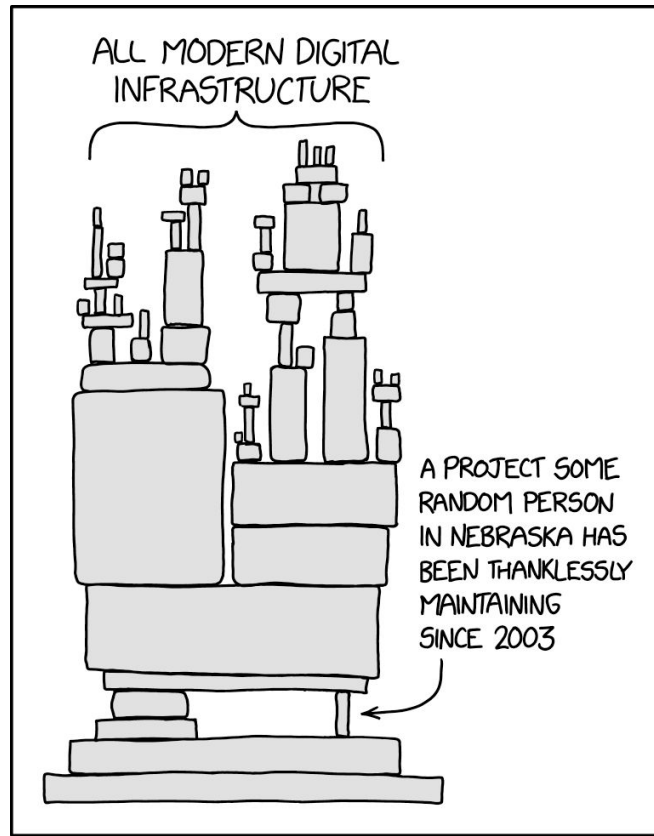
Hari Shanker R  
Community Team Contributor



Courtney P.K.  
Training Team Contributor

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Source: <https://xkcd.com/2347/>

# 2022

## OPEN SOURCE SECURITY AND RISK ANALYSIS REPORT



# 88%

OF CODEBASES CONTAINED COMPONENTS THAT HAD NO NEW DEVELOPMENT IN THE PAST TWO YEARS AND WERE BEHIND ON USER UPDATES

### OPERATIONAL RISK IS CONCERNING

Despite vulnerability improvements, a troubling number of codebases contained open source that had seen no development activity and no user updates in the last two years. **When no feature upgrades, code improvements, or security remediation activity occurs for 24 months, it's likely that a project is no longer being maintained at all.**

Source: <https://www.synopsys.com/software-integrity/resources/analyst-reports/open-source-security-risk-analysis.html>

This article was published on: 02/14/23  
# Home / Featured / This JavaScript library is EVERYWHERE. It's maintainer is broke

Featured Read This

## This JavaScript library is EVERYWHERE. It's maintainer is broke

Denis Pushkarev may make core-js closed source...



The primary maintainer of an open source project, `core-js` that is on hundreds of millions of websites and over 50% of the world's most visited websites (from Paypal to Pornhub) says he may walk away from the project after maintaining it for years with minimal reward – or even change it to a closed source licence in future.

### Conclusion

This was the last attempt to keep `core-js` as a free open-source project with a proper quality and functionality level. It was the last attempt to convey that there are real people on the other side of open-source with families to feed and problems to solve.

If you or your company use `core-js` in one way or another and are interested in the quality of your supply chain, support the project:

- [Open Collective](#)
- [Patreon](#)
- Bitcoin ( `bc1qlea7544qtsmj2rayg0lthvza9fau63ux0fstcz` )

Write me if you want to offer a good job on Web-standards and open-source.

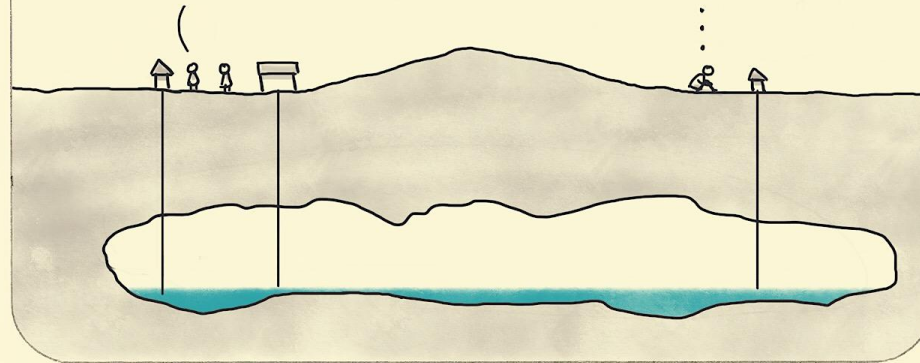
**Read more:** <https://github.com/zloirock/core-js/blob/master/docs/2023-02-14-so-whats-next.md>

# THE TRAGEDY OF THE COMMONS

WHEN SHORT-TERM SELF-INTEREST LEADS TO TRAGEDY FOR ALL

WATER BELONGS TO  
ANYONE. I TAKE AS  
MUCH AS I WANT

SEEMS THERE'S LESS  
AND LESS THESE DAYS



sketchplanations

**Source:** Sketchplantations (<https://sketchplanations.com/the-tragedy-of-the-commons>)



**WORDPRESS**

“

I think a good rule of thumb that will scale with the community as it continues to grow is that organizations that want to grow the WordPress pie (and not just their piece of it) should dedicate 5% of their people to working on something to do with (WordPress).

— Matt Mullenweg, Co-founder of WordPress

<https://ma.tt/2014/09/five-for-the-future/>



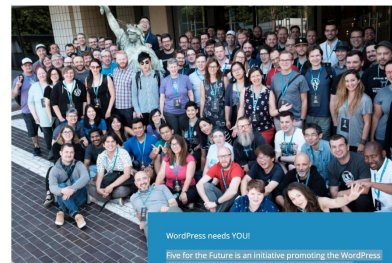
# [wordpress.org/5](https://wordpress.org/5)



## Five for the Future

WordPress fuels more than a third of the web. Are you a part of it?

Ready to get started? Contribute as an *individual* or as an *organization*.



WordPress needs YOU!

Five for the Future is an initiative promoting the WordPress community's contribution to the platform's growth. As an open source project, WordPress is created by a diverse collection of people from around the world.

How five percent is powering the next generation of the web

### What is Five for the Future?

Launched in 2014, Five for the Future encourages organizations to contribute five percent of their resources to WordPress development. WordPress co-founder Matt Mullenweg proposed this benchmark to maintain a "golden ratio" of contributors to users.

The community has risen to the challenge, with participation more than quadrupling since launch.

#### Who should participate in Five for the Future?

Anyone can contribute to Five for the Future. Many contributors focus on the technical side of WordPress, such as core development, but there are also teams working in other areas like marketing, translation, training, and community. There is always a way to get involved, whatever your skill set.

#### Why should you participate in Five for the Future?

Contributors have the opportunity to learn alongside passionate innovators who are more than happy to share their knowledge and experience.

For organizations, WordPress contribution can provide more cost-effective training or growth opportunities than many traditional programs.

Participants see a number of benefits:

- Identifying and recruiting talent.
- Influencing the direction of the WordPress platform.
- Contributing to the future of the open web.

[learn.wordpress.org](https://learn.wordpress.org)



# What is a Five for the Future contribution? ⚡

***Any direct contribution to the work of a Make/WordPress Team is a Five for the Future Contribution.***



## Make WordPress

Whether you're a budding developer, a designer, or just like helping out, we're always looking for people to help make WordPress even better.

If you want to get involved in WordPress, this is the place to be. We've got blogs for each contributor group, general news, and upcoming events.



[Meetings](#) [Team Updates](#) [Project Updates](#) [Five for the Future](#) [Contributor Handbook](#)

### There are many different ways for you to get involved with WordPress:

#### ↔ Core

The [core](#) team makes WordPress. Whether you're a seasoned PHP, HTML, JavaScript or CSS developer or are just learning to code, we'd love to have you on board. You can write code, fix bugs, debate decisions, and help with development.

*Next meeting: [JavaScript Weekly Office Hours](#) (+9 more)  
Tuesday, 08:30 PM GMT+5:30 (20 hours from now) at [#core-js](#) on Slack*

#### 🎨 Design

The design group is focused on the designing and developing the user interface. It's a home for designers and UXers alike. There are regular discussions about mockups, design, and user testing.

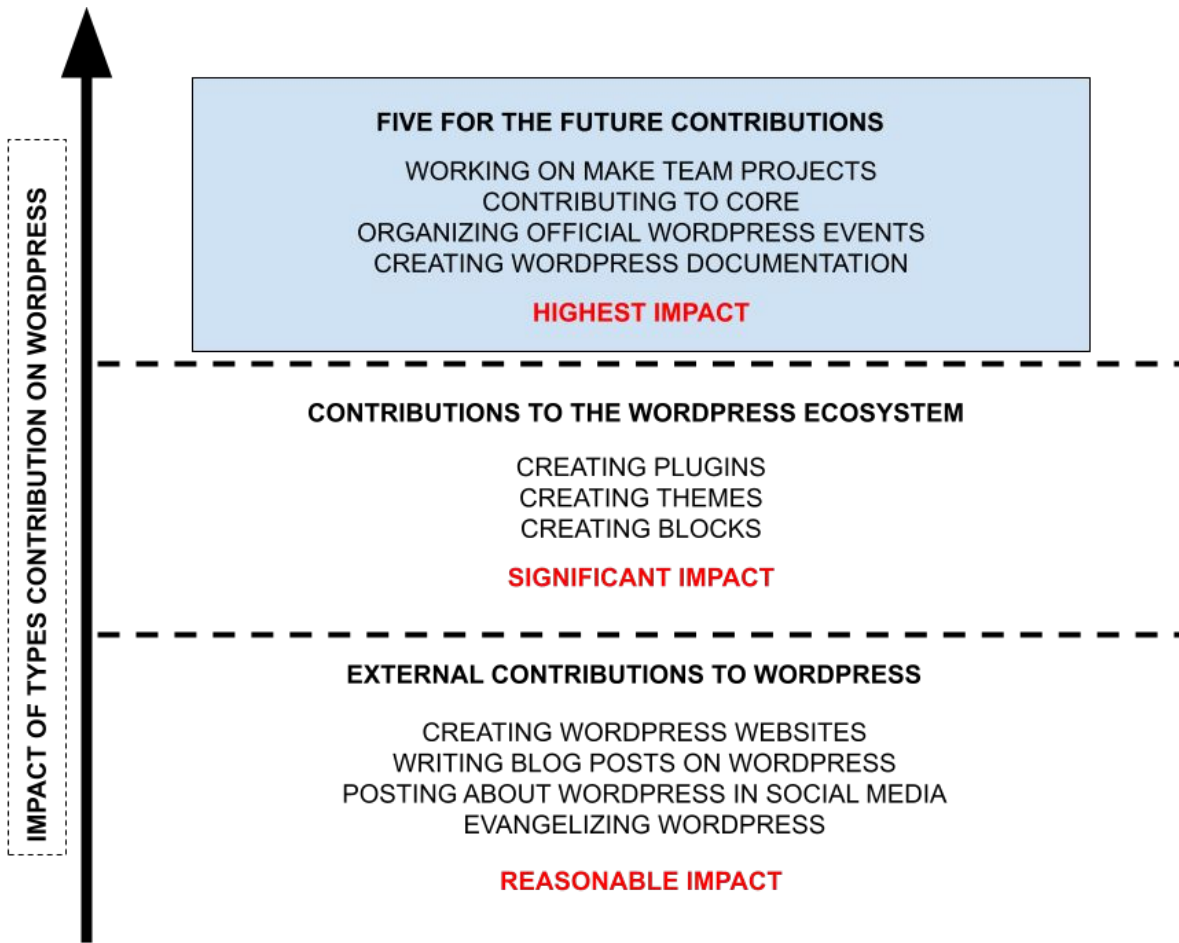
*Next meeting: [Design Team Weekly Chat](#)  
Wednesday, 08:30 PM GMT+5:30 (2 days from now) at [#design](#) on Slack*

#### 📱 Mobile

#### ♿ Accessibility

Every contribution to WordPress  
supports it; 💪


**Five for the Future contributions  
help *sustain* WordPress project,  
*directly.* 🔥**



How do I pledge my time in  
Five for the Future? 🖋️

# You can individually pledge time by editing your WordPress.org profile

Profiles Logged in as: Mel Choyce [Log Out](#)



**Mel Choyce**  
@melchoyce on WordPress.org and [Slack](#)

[View Profile](#)  
[Edit Forum Profile](#)  
[Edit Notification Settings](#)

General Extras **Contribution**

*Note: To learn more about contributing to WordPress, check out [make.wordpress.org](#).*

**Sponsored**

No  
 Yes

[Clear](#)

Select "Yes" if you are paid by a company (even if it's your company) to contribute to WordPress, and you want to show that on your public profile.

---

**Hours per week**

40

Select the average number of hours per week that you contribute to WordPress.

---

**Teams**

Accessibility  
CLI  
Community  
**Core**

[Clear](#)

Select the teams you contribute to. Hold Ctrl/Cmd while clicking to select more than one.

[Save Changes](#)

You can also create a pledge for your company from [wordpress.org/5](https://wordpress.org/5)



## Contribute as an Organization

Companies and organizations that sponsor WordPress contributors benefit by providing their team members with opportunities for professional development and growth. Contributing to WordPress means working with innovators who are passionate about sharing their skills with others. Participating organizations are able to integrate more deeply into the WordPress ecosystem, while gaining a voice in the ongoing development of the platform.

The WordPress Five for the Future initiative can be more cost effective than many traditional professional development programs, as it leverages resources produced for the WordPress community, such as the community organizer training materials.

Participating organizations see a number of benefits, such as:

- Identifying, recruiting, and developing talent.
- Staying up-to-date about the direction of the WordPress platform.
- Opportunities to represent the needs of their clients in discussions about the future of WordPress.
- Contributing to the future and resilience of the open web.

Your users and customers are already part of WordPress, and this initiative gives you a way to participate and better engage with your users.

Building a dedicated team at your company? [This white paper](#) answers some of the questions you have!

Pledge 5% of your Organization's Resources

Organization Name

Logo

[Browse...](#) No file selected.

Website Address

<https://example.com>

Organization Blurb

Contributor Usernames

[sanghu](#), [zoe206](#), [captain-mel](#), [kaynelbessou](#)

Separate each WordPress.org username with a comma.

Administrator Email Address

[wordpress.contributors@example.com](mailto:wordpress.contributors@example.com)

This address will be used to confirm your organization's contribution profile, and later manage any changes. Please make sure that it's a group address (e.g., [wp-contributors@example.com](mailto:wp-contributors@example.com)) so that it persists across employee transitions.

I understand and agree to the [expectations for inclusion](#) in the Five for the Future acknowledgement program.

Submit Pledge



## Pledges

[Pledge your company](#)Sort pledges by RandomSearch **Cloudways**

Cloudways is all about simplicity and freedom for online businesses. From the choice of five industry-leading cloud providers to 1-Click platform operations, Cloudways ensures that your visitors do not have to face slow loading websites and security issues.

Cloudways has pledged 26 hours a week

**Websupport**

Websupport is hosting market leader in CEE region. Part of the Loopia Group with operations in Czech Republic, Slovakia and Hungary. We are proud members of WordPress community. We support local WordCamps and WordPress contributors.

Websupport has pledged 2 hours a week

**Hostinger**

Hostinger contributes innovative web hosting solutions to the WordPress community. Our advanced hosting infrastructure guarantees speed and security for websites of all sizes. Like WordPress, we come from small beginnings and recognize the power of collaboration and innovation to realize a vision. We work with WordPress every day to ensure the experience for our users... [continue reading](#)

Hostinger has pledged 124 hours a week

**WPSysAdmin**

From WPSysAdmin we work on documentation and collaboration with the WordPress Hosting team, including information in Spanish about System Administration, providing resources and materials in a free and accessible way for the whole community that wants to improve the installations, optimization and security of WordPress.

WPSysAdmin has pledged 10 hours a week



Why should I pledge to Five  
for the Future? 🤔

*Because,*  
**Contributing to WordPress  
Can help you SUCCEED!**

# How Five for the Future can help Individual Contributors

By helping you  
work alongside  
talented contributors  
from all over the world.



[What's New](#) [Credits](#) [Freedoms](#) [Privacy](#)

Want to see your name in lights on this page?  
[Get involved in WordPress.](#)

#### Noteworthy Contributors



**Matt Mullenweg**  
Release Lead



**Jonathan Desrosiers**  
Release Lead



**Héctor Prieto**  
Release Lead



**David Baumwald**



**Jeff Paul**



**Mike Schroder**



**Carlos Bravo**



**Michal Czaplinski**



**Bernhard Reiter**



**Jean-Baptiste Audras**



**Ahmed Chaion**



**Nick Diego**



**Anne McCarthy**



**Milana Cap**



**Birgit Pauli-Haack**



**Femy Praseeth**

July 12, 2021 by Justin Tadlock

## Contributing to Open Source Is ‘Better Than Any College Degree’

**A** week ago, I published my [thoughts on the block system](#) from a developer’s perspective. Taking a weekend-afternoon deep dive into creating custom block types meant learning some tough lessons and familiarizing myself with a programming language I had little experience using.

Programming has always been a trial-and-error affair for me: write code, refresh the browser, read the error message, and attempt to fix the problem. Then, simply rinse and repeat the process until the program is not broken. Those mistakes are woven into the art of coding, the layers underneath that poetry on the visible canvas.

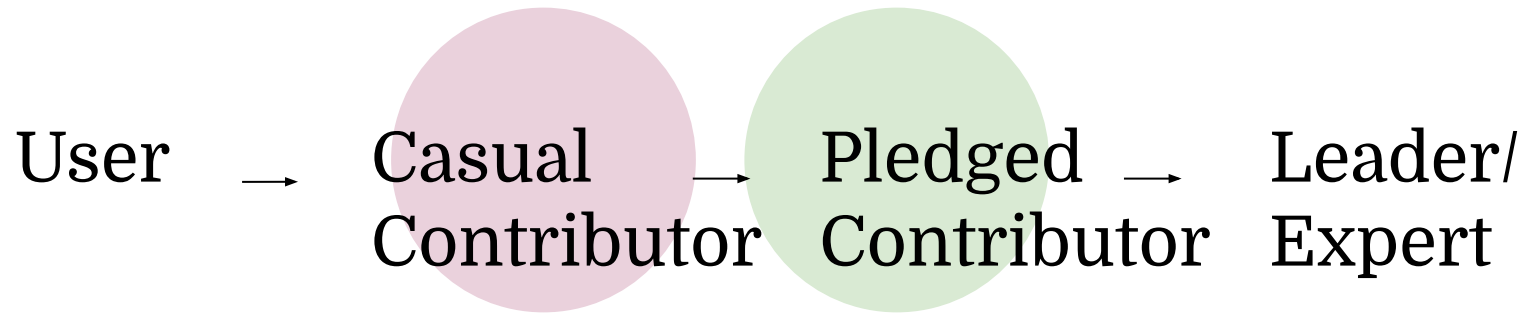
I have absolutely made the same mistake twice. And, thrice. Probably a lot more than that if I am being honest with myself and you. Eventually, I stop making those same mistakes, and some method or procedure is permanently seared into my brain.

**Source:** <https://wptavern.com/contributing-to-open-source-is-better-than-any-college-degree>

Your WordPress.org profile becomes your resume by contributing to WordPress. 📄 ⚡

Open source contributions help recruiters  
gauge candidates' skills 📄 ⚡







And finally... Bragging rights! 📣 🧠 ⚡

# How Five for the Future can help Companies and Organizations



# Identifying, Recruiting, And Growing Talent

Stay up to date with the Direction of the  
WordPress Platform 🌈 ✨ 📈

Represent their and their Clients' Needs in the  
Growth of WordPress  

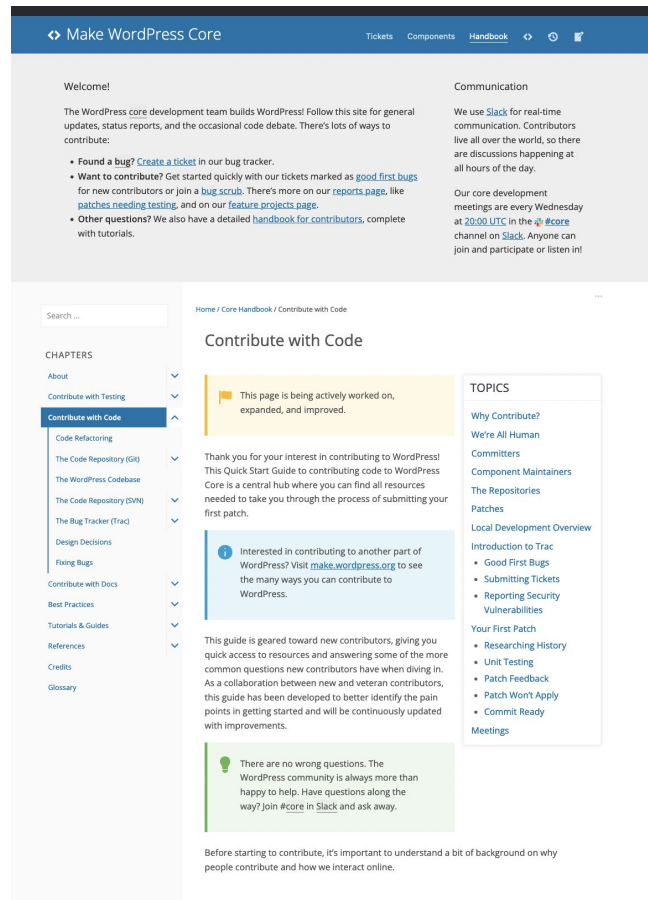
And finally, being a pledged contributor is a major credential, as it shows your expertise and credibility in WordPress.   

# Tips on contributing to Five for the Future for Individual Contributors





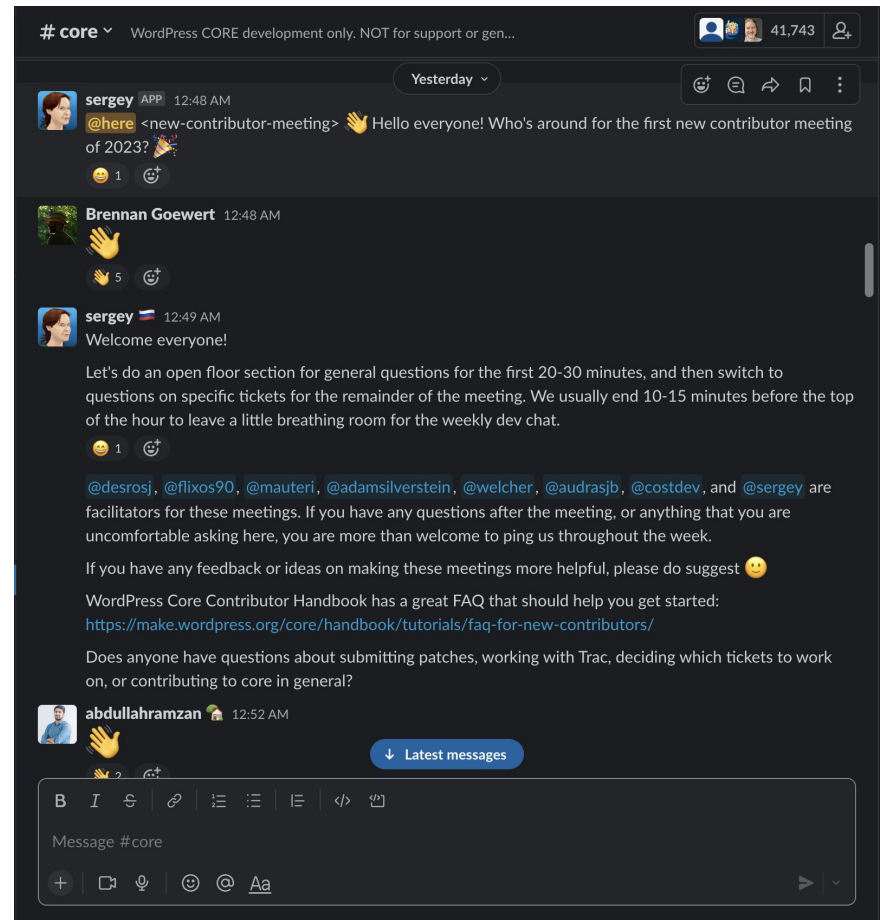
Start slow ✨

# Go through the Team's Handbook for guidance



The screenshot shows the 'Make WordPress Core' handbook page. The top navigation bar includes 'Tickets', 'Components', and 'Handbook'. The main content is divided into 'Welcome!' and 'Communication' sections. The 'Welcome!' section provides an overview and lists ways to contribute, such as creating tickets, reporting bugs, and submitting patches. The 'Communication' section explains the use of Slack for real-time communication and mentions core development meetings. Below this is a search bar and a breadcrumb trail: 'Home / Core Handbook / Contribute with Code'. The main heading is 'Contribute with Code'. A yellow callout box states: 'This page is being actively worked on, expanded, and improved.' The main content area contains a blue callout box with a lightbulb icon: 'Interested in contributing to another part of WordPress? Visit [make.wordpress.org](https://make.wordpress.org) to see the many ways you can contribute to WordPress.' Below this, a paragraph explains that the guide is geared toward new contributors and provides quick access to resources. A green callout box with a lightbulb icon says: 'There are no wrong questions. The WordPress community is always more than happy to help. Have questions along the way? Join #core in Slack and ask away.' At the bottom, a note states: 'Before starting to contribute, it's important to understand a bit of background on why people contribute and how we interact online.' A sidebar on the left lists 'CHAPTERS' including 'About', 'Contribute with Testing', 'Contribute with Code' (highlighted), 'Code Refactoring', 'The Code Repository (Git)', 'The WordPress Codebase', 'The Code Repository (SVN)', 'The Bug Tracker (Trac)', 'Design Decisions', 'Fixing Bugs', 'Contribute with Docs', 'Best Practices', 'Tutorials & Guides', 'References', 'Credits', and 'Glossary'. A 'TOPICS' sidebar on the right lists 'Why Contribute?', 'We're All Human', 'Committers', 'Component Maintainers', 'The Repositories', 'Patches', 'Local Development Overview', 'Introduction to Trac', 'Good First Bugs', 'Submitting Tickets', 'Reporting Security Vulnerabilities', 'Your First Patch', 'Researching History', 'Unit Testing', 'Patch Feedback', 'Patch Won't Apply', and 'Commit Ready Meetings'.

Join teams chats on  
Slack.   
Some teams (e.g. Make/Core) have  
New Contributor Chats specifically  
for contributor onboarding! 



# core WordPress CORE development only. NOT for support or gen... 41,743

Yesterday

**sergey** APP 12:48 AM  
@here <new-contributor-meeting> 🙌 Hello everyone! Who's around for the first new contributor meeting of 2023? 🎉  
1

**Brennan Goewert** 12:48 AM  
🙌  
5

**sergey** 12:49 AM  
Welcome everyone!

Let's do an open floor section for general questions for the first 20-30 minutes, and then switch to questions on specific tickets for the remainder of the meeting. We usually end 10-15 minutes before the top of the hour to leave a little breathing room for the weekly dev chat.

1

@desrosj, @fixos90, @mauteri, @adamsilverstein, @welcher, @audrasjb, @costdev, and @sergey are facilitators for these meetings. If you have any questions after the meeting, or anything that you are uncomfortable asking here, you are more than welcome to ping us throughout the week.







If you have any feedback or ideas on making these meetings more helpful, please do suggest 🙏

WordPress Core Contributor Handbook has a great FAQ that should help you get started:  
<https://make.wordpress.org/core/handbook/tutorials/faq-for-new-contributors/>






Does anyone have questions about submitting patches, working with Trac, deciding which tickets to work on, or contributing to core in general?

**abdullahramzan** 12:52 AM  
🙌  
2

Latest messages


B I S      

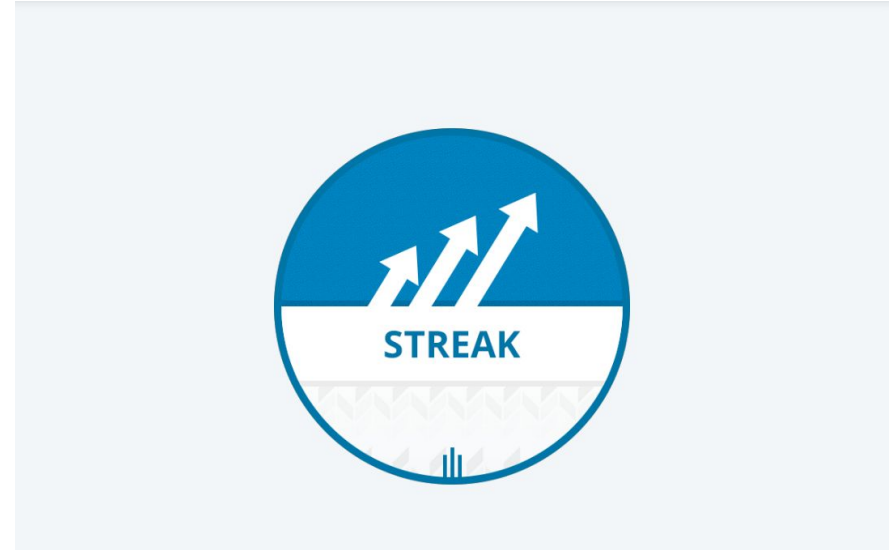
Message #core

+     

# Create a contribution Habit!



Set aside some time each week for contribution - even 15-30 minutes is fine! 



# Making Effective Five for the Future Contributions as a company 📅 ✨

# Set a strategy for your company 🏆📁



# Some questions to think about... 🤔

- What are your goals, and how can contribution achieve them?
- Which Make/Teams align with your company values?
- What employee skillsets match Make/Team needs?
- Is there anyone from your team contributing to WordPress?
- Where can you make the most impact in a Make/Team?
- How much time can you dedicate to contributions, per week?

# Start small! ☀️☁️



*Image source:* <https://www.flickr.com/photos/13592750@N00/21131186963> - WordCamp NL 2015 Contributor Day



# Slowly scale up 📈 📊 🎉

- Share learnings internally
- Note down contributions
- Celebrate wins
- Knowledge sharing
- Build a contribution team?
- 5ftF Rotations for employees?
- Hire full-time contributors?



*Image source:* <https://europe.wordcamp.org/2016/wordcamp-europe-2016-the-big-recap-wceu/>

*The “5%” of Five for the Future is aspirational.*  
**Any contribution is valuable contribution!**



*In other words*

**There is no Five for the Future police!**



# Five for the Future, of the Future...



- More contributions automatically recorded. 🗲
- Better onboarding for pledgees 🪜
- More contribution resources for companies 📁
- Better liaisons between Make/Teams and pledgees 🤝
- More connections between Five for the Future companies. 🤝
- Making sponsorship opportunities more visible 💰
- **Sponsored contributors supporting volunteer contributors!** 🙌



# Resources

- Five for the Future website: <https://wordpress.org/five-for-the-future/>
- Matt's post on Five for the Future: <https://ma.tt/2014/09/five-for-the-future/>
- Post Status: Five Ways to Participate in Five for the Future: <https://poststatus.com/five-ways-to-participate-in-five-for-the-future/>
- How your small business can participate in Five for the Future: <https://wordpress.tv/2022/09/24/how-your-small-business-can-participate-in-five-for-the-future/>
- Five Cents on Five for the Future: The WordPress Podcast: <https://wordpress.org/news/2022/02/episode-25-five-cents-on-five-for-the-future/>
- Five for the Future's True Intentions: The WordPress Podcast: <https://wordpress.org/news/2022/07/episode-35-five-for-the-futures-true-intentions/>

# Thank you.



Ask us any questions you have about Five for the Future!

OR E-mail: [getinvolved@wordpress.org](mailto:getinvolved@wordpress.org)

 [harishanker.net](http://harishanker.net)

 [hari.blog](http://hari.blog)

 [@HariShanker](https://twitter.com/HariShanker)

 [tumblr.hari.blog](http://tumblr.hari.blog)

 [@courtney@fosstodon.org](mailto:@courtney@fosstodon.org)

 [@cpk\\_wp](https://twitter.com/cpk_wp)