

Dialogue Days

Coherently forward

The presentation slides are available for reference and should be read in the context of the discussions held at the Dialogue Days. Please note that they reflect the current stage of an ongoing process.



Your Facilitators

- ***Lena Peller***
- ***Wolfgang Fiebig***

About today

Intro

Turning Challenges into Chances



Proprietary vendors want to see us fail

A **chance** to sharpen what only open source delivers: transparency, ownership, and freedom from lock-in.



Criminals & foreign actors probe us

A **chance** to lead on security and earn deeper trust as the hardened, community-audited alternative.



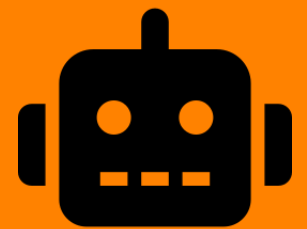
Economical “blackmailing”

A **chance** to become the reference platform for Europe's digital sovereignty agenda.



Other open-source CMS compete for share

A **chance** to differentiate, collaborate where it helps, and prove TYPO3's model is the strongest.



AI is upending the whole internet

A **chance** to rethink TYPO3's products and adopt governance early, instead of catching up later.

We need room to breathe



*The Association and the GmbH need greater **financial flexibility** and therefore a reliable stream of income.*

*Open source is free of charge, but **it doesn't come for nothing**.*

*Our **competitors can invest millions** of dollars – this cannot be substituted with voluntary contribution only.*

*Greater financial flexibility means **more capacity for innovation** and **better empowerment** of the community.*

*That **must not** mean to transform TYP03 to a **revenue-driven** open source project.*

*Our mission has to be to further **develop TYP03** into a **financially sound and sustainable community-driven** open-source project.*

“We can’t afford to ...” should no longer be an argument against innovation!

Incentives/Motivation

Working in and for Open Source can have multiple benefits depending on your values and needs and the times we're living in. This can be money, if you are seeking financial stability in life, or recognition, if you seek validation.



Profession

Salary, investment, software quality



Purpose

Sovereignty, public service, security, belief



Validation

Fame, community recognition



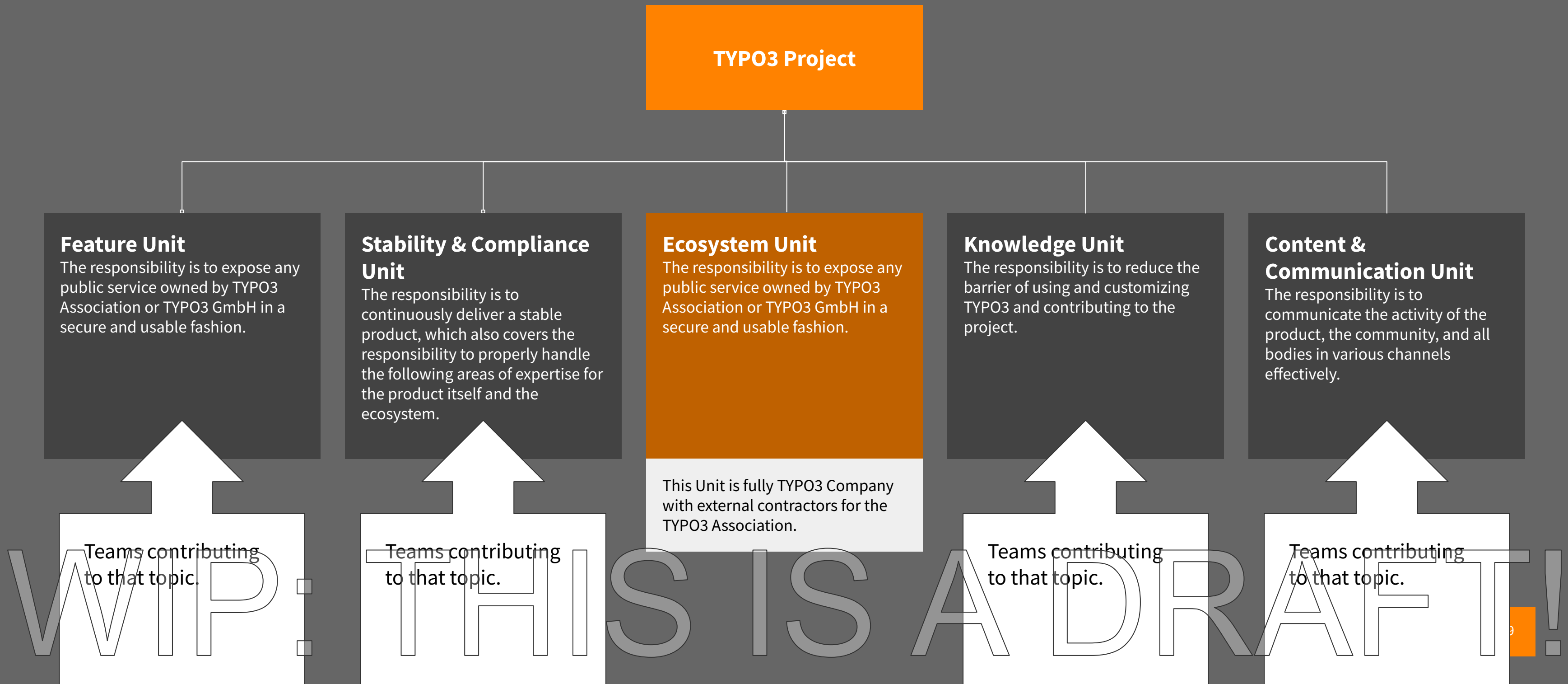
Culture

Community, tradition

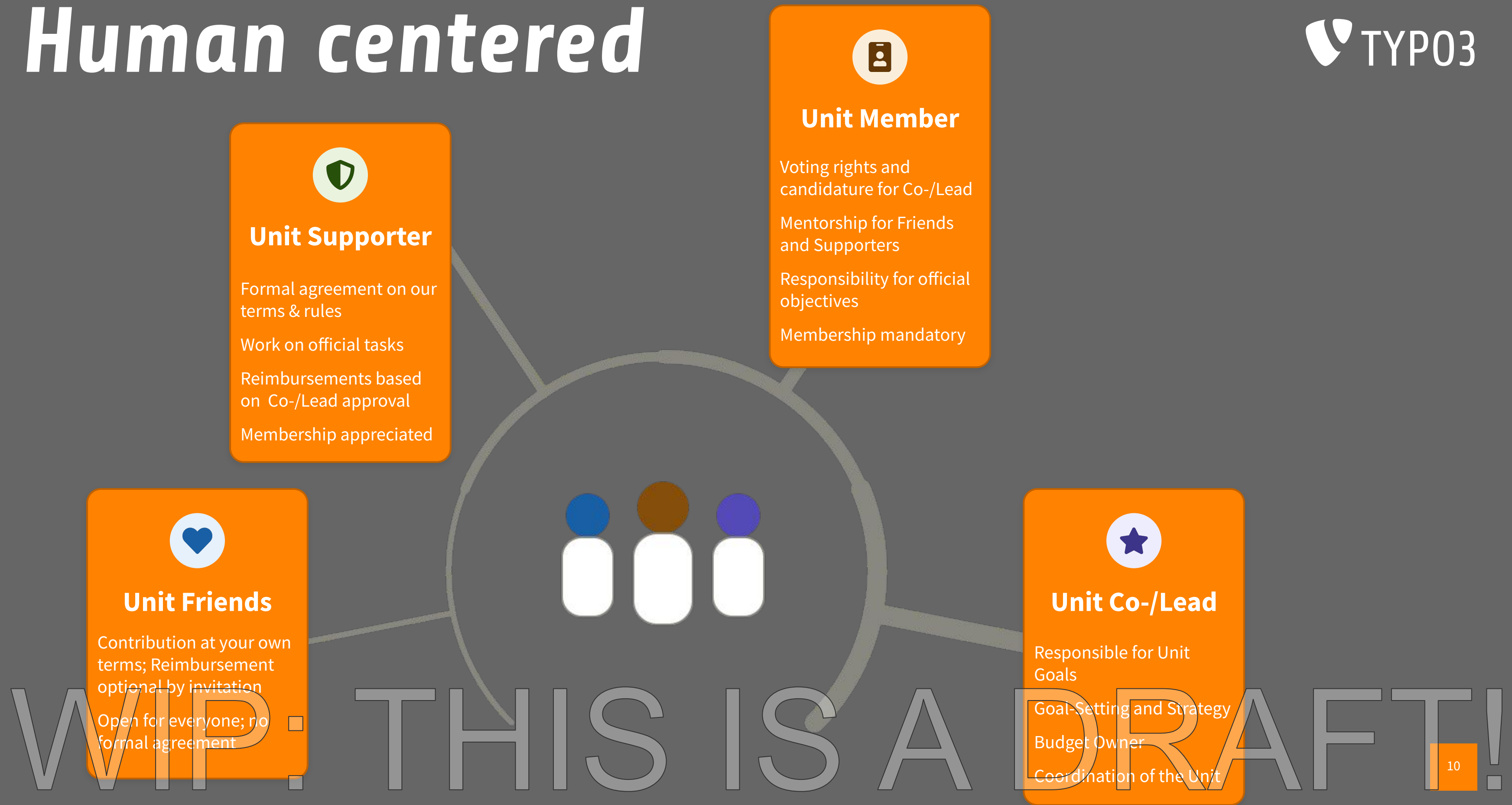
* Or a little bit of all of the above ...

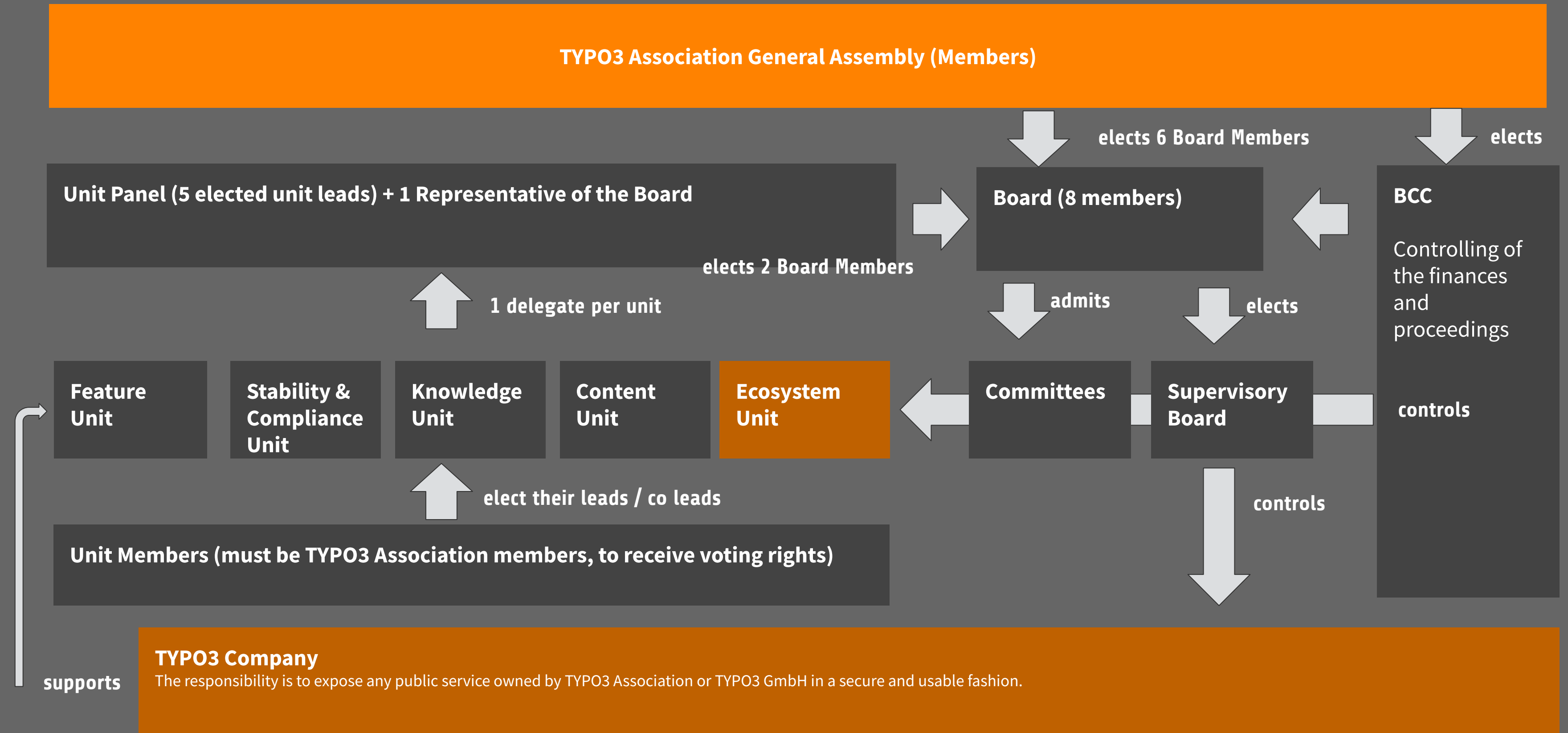
The Governance Concept

Initial Structure



Human centered





Bylaw changes

Bylaw changes

To govern and adjust the new Unit Structure we are aiming for two changes to our by-laws:

- 1. Enable the Unit Representation in the TYP03 Board*
- 2. Incorporate regulations into the by-laws*
Implement best practices and ongoing experience into our regulations

WIP: THIS IS A DRAFT!

Hunting Bugs not Paper Tigers



TYPO3 GmbH

Enablement & Support for
Units and the official “API”
into the Company

*The Unit-Stewardship is a company’s employer **at the Unit lead’s service**. It’s purpose is to **enable and support the Units** and their leads in the Unit’s work.*

Let’s list the facts:

- ***You are busy enough** with your Unit’s work scope and your responsibilities as a Unit-Lead.*
- *You should **not get stuck in administrative work** and bureaucracy.*
- *Your Steward **has you covered**.*
- *If, for valid reasons, the unit is unable to assume or retain ownership of an issue that has greater value for the project, it **may request assistance from** the paid professionals at **the company**.*

*Stewardship is **a safety net, not a layer of oversight**. It exists to protect Unit leads' time and attention for the work only they can do — leading their Units and improving TYPO3 — by **taking administrative burden off their plate** whenever it doesn't need to be there.*

Timeline

This timeline is an idea to get our units involved as quickly as possible before the beginning of the new year.



**Extraordinary
General Assembly**

We aim to hold our general assembly in October 2026.



**Feature / Stability &
Compliance Unit**

Establishment of the Feature- as well as the Stability & Compliance Unit.



**Knowledge
Unit**

Establishment of the Knowledge Unit by electing their Leads on a date estimated in november.



**Content & Communication
Unit**

Establishment of the Content & Communication Unit by electing their Leads on a date estimated in november.

These Units are closely related to each other and are estimated to hold their Lead-Elections on a date in november.

WIP: THIS IS A DRAFT!

Getting Started – Kick-off day



After the extraordinary General Assembly (GA) we want to **enable the Units to get to work** as soon as possible:

- The **(co-)leads of the teams** constituting a new Units should **meet in person for a kick-off day**.
- The Company will give **infrastructural support** by hosting a kick-off day in the Düsseldorf office.
- The Association will **take care of travel and accommodation** costs.

What's on the **agenda for the kick-off day**?

- Participants will **elect their Unit Lead and Co-Unit Lead**. All others will be automatically "Team Members"
- The new formed Units **define their own work processes, communication channels, and administrative procedures**.
- The Units will set their first own **agenda, timeline and define issue owners** within their Unit.

If needed, external moderation/mediation could be facilitated.

It's the members decision



- **Feedback and ideas** of the Dialogue Days will be **worked into the by-law changes** for the new governance where necessary.
- The Board will invite all members to an **extraordinary General Assembly (GA) in Q4/2026**.
- The extraordinary GA will **vote about necessary amendments to the by-laws** of the association for the new governance structure.
- **If the changes to the by-laws are approved** by the extraordinary GA, the new **Units constitute** as soon as possible not to render the project incapacitated.
- The Units elect their (Co-)Leads. The Unit Leads then **form the Unit Panel**.
- The **Unit Panel elects two people** amongst themselves **into the Board** of the TYP03 Association.
- The **Board will evaluate** the new governance structure **together with the Units and association's members** regularly.

Future Funding

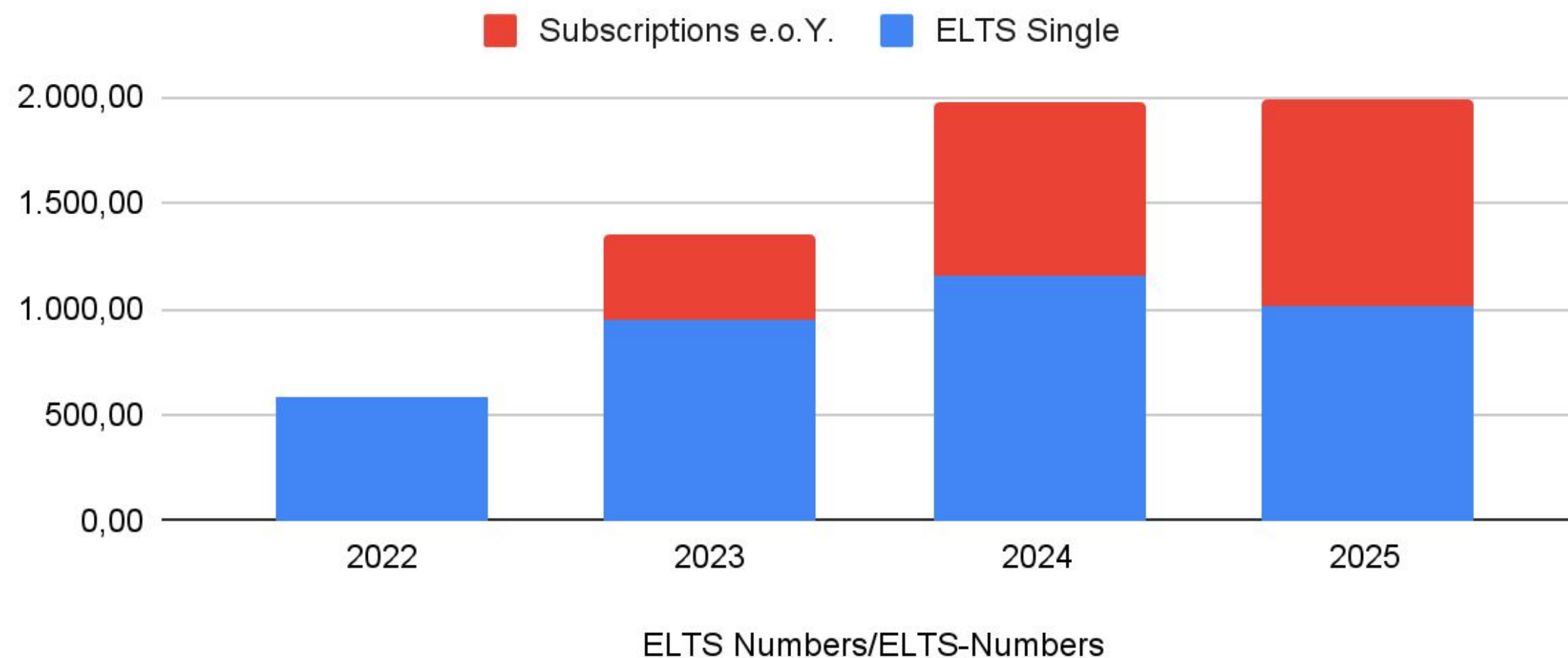
Self-assessment of the TYP03 Project.

***After 2023 ELTS** got more
diverse; as of now there
is no growth expected*

ELTS Stagnation: Our Dilemma

- ELTS discounts stable yet without significant growth
- We do not expect further growth in ELTS revenue

ELTS Single & Subscriptions e.o.Y.



*Awareness for the **Total
Cost of Ownership** in our
project is present.*

*We still expect growing
funding requirements for
our project.*

***Opportunities** to participate
in and support the **operating
business** of our partners will
be fostered.*

Key Facts



The TYP03 project can't maintain its core services with less revenue.

The ELTS dilemma is real: ELTS is not growing, will likely decline and takes a hit, if we built a great product that incentivizes up to date instances. Worse: We don't know who is already dismissing TYP03

Resources for investment are not available.

The key messages were presented to the board in 2025

Key Facts

Software is a commodity. Sovereignty, compliance, and trust are not! We are selling these now.

Guaranteed compliance means retaining staff. This will be our central service.

Agency sales also changes due to AI, effectiveness and increasing standardisation.

Repository products

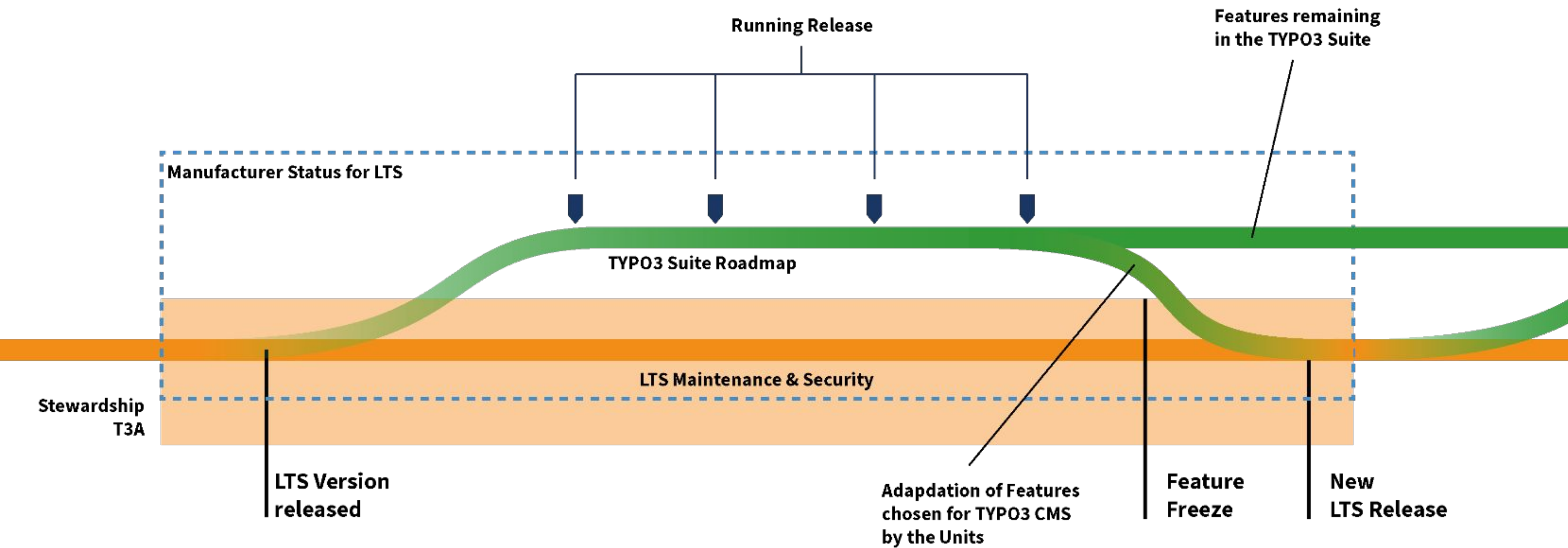


Core Ideas

- **GPL**
- ***Leveraging LTS; making procurement happy***

WIP: THIS IS A DRAFT!

TYPO3 Suite



WIP: THIS IS A DRAFT!

Q&A

Read the full recap of the dialogue days on:

news.typo3.com/article/dialogue-days-recap

