The Carpentries Annual Report

2024

Letter from the Executive Director

Dear Carpentries community,

2024 was a transformative year for The Carpentries—one marked by growth, renewed commitments, and bold steps toward our future as an independent organisation. We are proud to have expanded our global workshop reach and welcomed new Instructors into our community, furthering our mission to democratise access to foundational data and coding skills around the world.

At the heart of this growth is our commitment to inclusive and accessible pedagogy. Our community has continued to create and share multilingual, regionally tailored materials that reflect the diverse contexts in which learning happens. These efforts ensure that learners not only gain technical skills, but also feel recognised, supported, and empowered in their educational journey.

To sustain and deepen our impact, we made strategic investments in operational infrastructure and capacity building—ensuring we are well-positioned to support the needs of emerging open science communities. We have also strengthened relationships with funders and partners, securing resources to support long-term goals.

As we lean into our next chapter as an independent 501(c)(3), we are embracing the opportunities this new structure provides: the ability to innovate with agility, foster deeper partnerships, and engage our member organisations in more meaningful ways. Our vision remains grounded in our values— scaling our impact while holding fast to community, collaboration, and equity.

Thank you for your support, trust, and shared commitment to this work.
The future is bright, and we are honoured to build it with you.

With gratitude,

K2 Jordan

Executive Director, The Carpentries

Letter from the Chair of the Board

Dear Carpentries Community,

This past year marks a milestone in the evolution of The Carpentries. With pride and deep appreciation, we are pleased to have completed our transition to full organisational independence. After years of thoughtful planning, extensive community consultation, and steadfast collaboration, The Carpentries now operates as an independent 501(c)(3) non-profit. This achievement reflects the collective effort of our global community, and I want to thank everyone who contributed to this significant transformation.
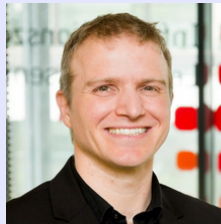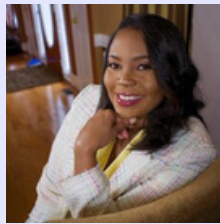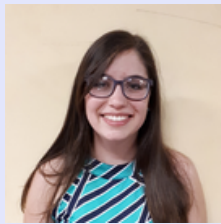
Alongside our shift to independence, we have strengthened our governance model to meet the needs of a maturing organisation. We've established a fully independent Board of Directors, enabling us to more clearly define roles, uphold accountability, and focus on long-term sustainability. This new structure empowers us to act in alignment with our mission while remaining responsive to the communities we serve. As a board, we have committed to transparent operations and have begun implementing governance practices that will support a culture of ongoing learning, equity, and responsible leadership.

It has been a year of foundational change and we believe this groundwork sets The Carpentries up for continued impact. As always, our commitment to inclusive, accessible, and community-driven education remains at the centre of all we do.

Thank you for your ongoing support of The Carpentries. We are excited for what's ahead.

John Chodacki

Chair, Board of Directors

Members of the 2024 Board of Directors pictured top to bottom and left to right:

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

2024 Highlights and Plans for 2025

2024 Highlights

2025 Plans

Executive Team

In 2024, The Carpentries made progress toward a major organisational milestone: transitioning from fiscal sponsorship to independent non-profit status. This shift marked a new chapter in our journey, supported by strengthened governance, community-driven leadership, and continued delivery of impactful, inclusive training across the globe.

As of February 1, 2025, The Carpentries is officially operating as an independent 501(c)(3) organisation. In the year ahead, we are focused on expanding our capacity, deepening community engagement, and enhancing our infrastructure to support open science and data literacy initiatives with greater autonomy and sustainability.

Workshops and Instruction Team (WIT)

In 2024, the Workshops and Instruction Team began hosting online workshops available for anyone interested. During this experience, we were able to identify lesson learned that will help us to adjust our workflow.

In October 2024, we badged 22 new Instructor Trainers, the largest cohort ever to join the Instructor Trainer community.

In 2025, WIT will provide a feedback survey for the workshop hosts and Instructors to help WIT further develop the coordination of teaching workshops, and ensure that everyone has a meaningful experience.

We will also explore providing The Carpentries Instructor Training for those who only want to learn the teaching pedagogy. This may entail developing a curriculum and piloting at least one such event.

Community Engagement Team

In 2024, through the Catalyst Project (CP), we facilitated access to Cloud infrastructure, and our Instructor Training. CP also connected African and Latin American community members with programmes such as OLS Open Seed Cohort.

We expanded our multilingual dictionary, Glosario, by hosting Glosario CodeFests in 2024, to translate data science and programming terms.

In 2025, the Community Engagement Team will deepen its support for subcommunities, encouraging locally driven initiatives and updating the subcommunity registry to build stronger connections across The Carpentries' global network.

A supplemental proposal was submitted to the Andrew Mellon Foundation, and further funding was received to continue Glosario development and engagement with our global community in 2025.
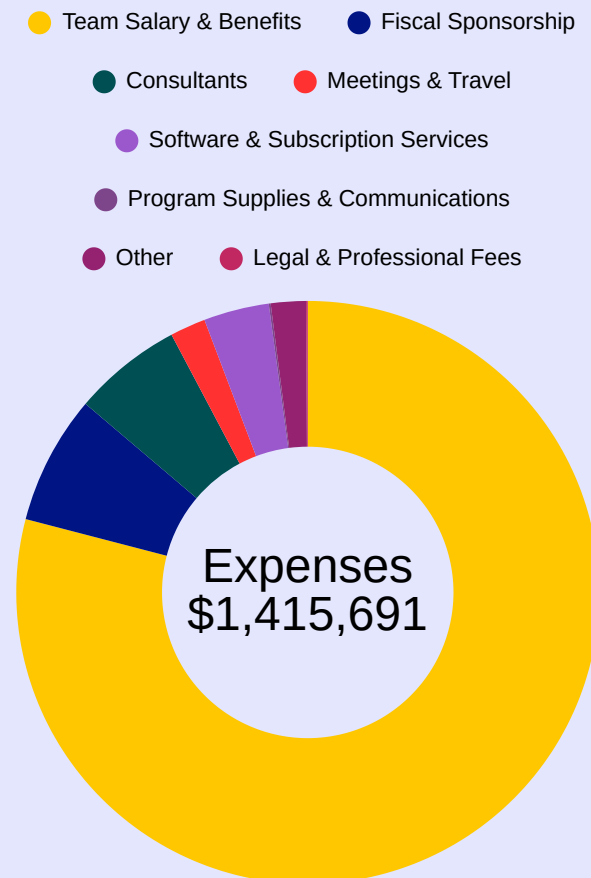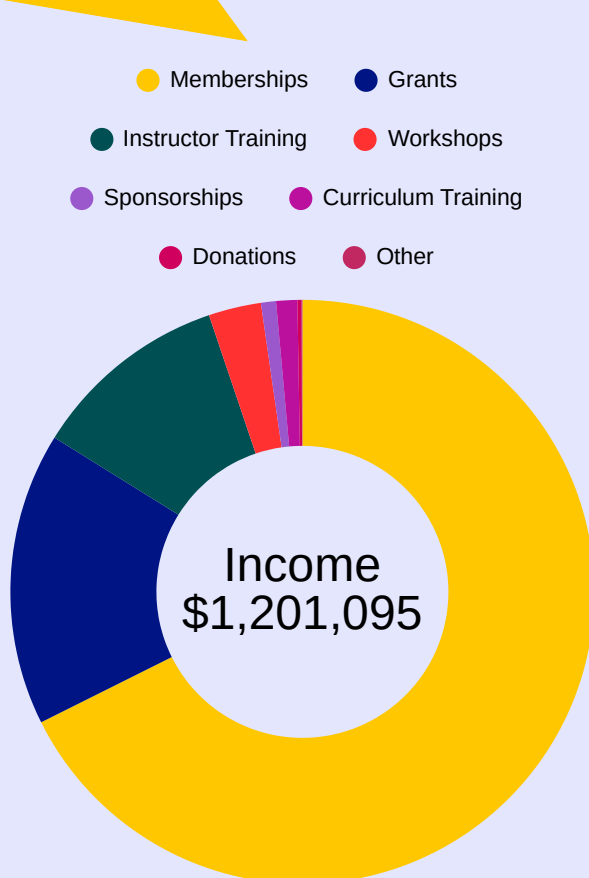
Curriculum Team

In 2024, the Executive Council approved HPC (High Performance Computing) Carpentry for incubation as a new lesson program. Completion of the incubation process will enable Instructors to teach HPC Carpentry in official Carpentries workshops.

A redesigned version of Data Carpentry's *Data Analysis and Visualisation in R for Ecologists*, one of The Carpentries most frequently taught lessons, was released. Library Carpentry also added several lessons, including introductions to Computational Thinking and Data Management Plans for librarians.

In 2025, we will improve existing lessons by modernising software setup instructions and introducing content to address the use of generative AI tools during and after workshops.

With The Carpentries Incubator growing to include more than 200 repositories and the ongoing success of the Collaborative Lesson Development Training program, we will continue to facilitate the development and adoption of new lessons into the portfolio of Carpentries workshops.

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

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

Income
$1,201,095

Expenses
$1,415,691

Income by Category	USD	Percent
Memberships	$812,653	67.66%
Grants	$194,950	16.23%
Instructor Training	$131,720	10.97%
Workshops	$34,968	2.91%
Curriculum Training	$14,000	1.17%
Sponsorships	$10,000	0.83%
Donations	$2,805	0.23%
Other	$503	0.04%
Total	**$1,201,095**	**100%**

Expenses by Category	USD	Percent
Team Salary & Benefits	$1,119,108	79.05%
Fiscal Sponsorship	$101,215	7.15%
Consultants	$85,772	6.06%
Software & Subscription Services	$51,316	3.62%
Meetings & Travel	$27,964	1.98%
Other	$27,502	1.94%
Program Supplies & Communications	$1,535	0.11%
Legal & Professional Fees	$1,279	0.09%
Total	**$1,415,691**	**100%**

In 2024, our income covered 85% of our expenses - up from 51% the previous year. We decreased expenses by 37% (largely through decreased staffing), while realising a modest increase (6%) in income. Our operating reliance (the portion of operating expenses covered by programmatic income) increased from 36% to 70%, representing a significant improvement in organisational financial health. Our Membership program continues to serve as our primary revenue source—contributing approximately two-thirds of our income each year.
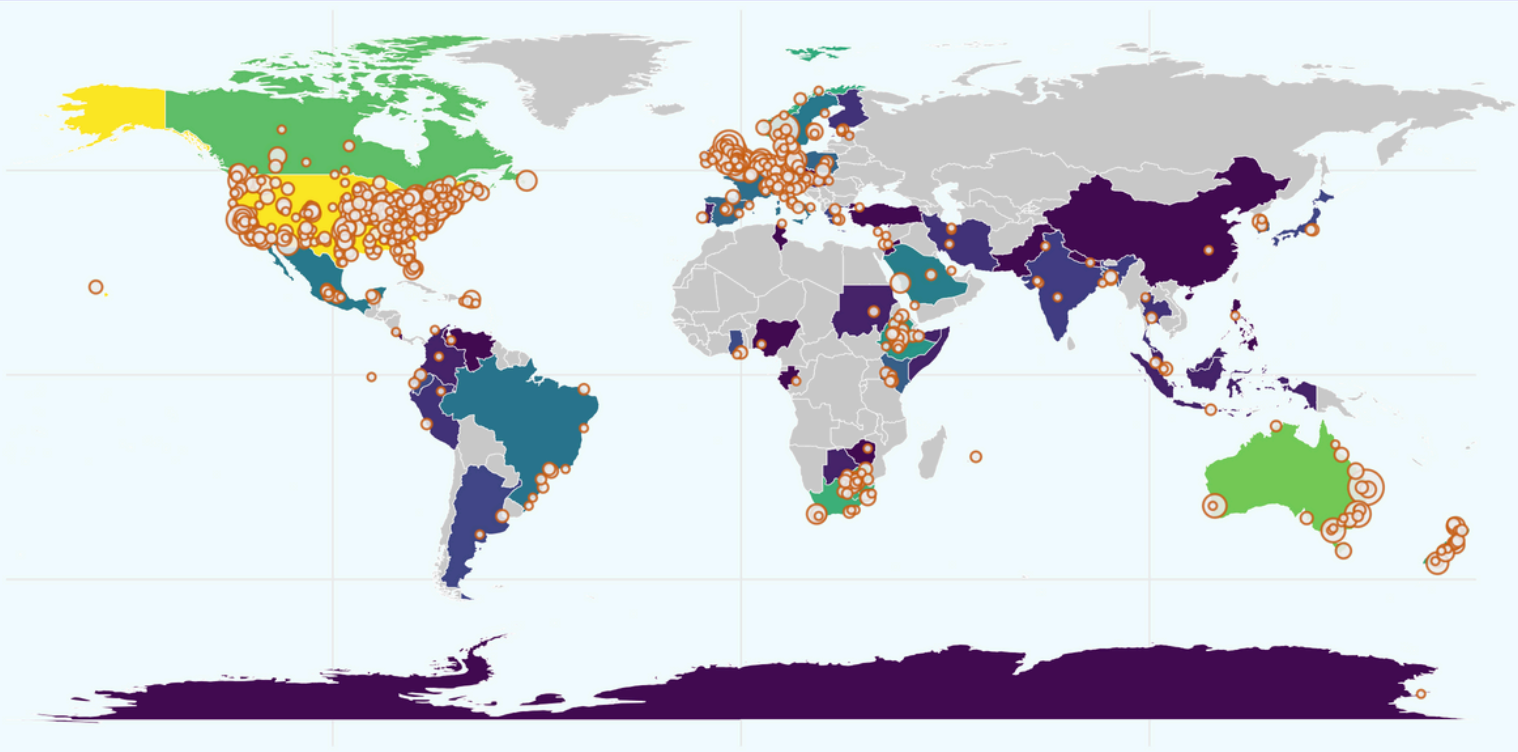
Our largest expense continues to be team salaries and benefits, followed by fiscal sponsorship fees. With our launch as an independent 501(c)(3) in February 2025, we will no longer pay a percentage of our income in fiscal sponsorship fees.

Year	Operating Reliance
2022	46%
2023	36%
2024	70%

Our Impact

Since 2012, The Carpentries has...

Delivered **4,600+** Workshops

Trained **5,100+** Instructors

And **185** Instructor Trainers

In **71** Countries

To over **100,000+** novice learners.*

Data as of 31 December 2024.

Photo by CX Insight on Unsplash.

Our Mission

The Carpentries empowers a diverse global community by equipping individuals with essential data and computational skills. We promote efficient, open, and reproducible research practices. By fostering collaborative development of openly available lessons and research-informed teaching methods, we build an inclusive network of practitioners and advocates who emphasise the critical role of software and data in advancing research.

Our Values

At The Carpentries we…
Act Openly
Empower One Another
Value All Contributions

We are…
Always Learning
Inclusive Of All

We champion…
People First
Access For All
Community Collaboration
Strength Through Diversity

Thank You

The Carpentries is supported by the contributions of its funders and community members. Thank you for all your contributions to The Carpentries!

Alfred P. Sloan Foundation
Andrew W. Mellon Foundation
Board of Directors
Core Team
Chan Zuckerberg Initiative
Subcommunity Coordinators
Community Initiatives
Code of Conduct Committee
Curriculum Advisors
Gordon and Betty Moore Foundation
Independent Contractors
Instructors
Instructor Trainers
Learners
Lesson Developer Trainers
Lesson Maintainers
Lesson Program Governors
Member Organisations
Trainers Leadership Committee
Workshop Helpers
Workshop Hosts
&
All of our other amazing community members