



THE CARPENTRIES

2025 Annual Report

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Message from the Executive Director



Executive Director

Dr. Kari L. Jordan

Dear Carpentries Community,

As I reflect on 2025, I am inspired by the strength of this community. This year marked both an ending and a beginning. We completed our 2020-2025 Strategic Plan and took time to examine what we achieved together: expanding access to computational and data skills training, strengthening our global community, and successfully navigating our transition to become an independent nonprofit organisation. Additionally, we reflected honestly on what we learned and where we still have opportunities to grow.

That reflection laid the foundation for our new 2026-2028 Bridge Strategic Plan. This plan is designed to guide our next phase of development, focusing on four interconnected priorities: curriculum innovation, organisational sustainability, community scalability, and the development of leaders who can strengthen The Carpentries in regions and disciplines globally. It is a strategy grounded in our values and informed by the experiences of the people who make this organisation possible.

Across our programs, 2025 was a year of meaningful progress. We continued to invest in the infrastructure that supports our community, advanced efforts to recognise the many contributors who build and maintain our lessons, and community conversations about generative AI led to the launch of the AI Carpentry initiative and new opportunities to explore how emerging technologies are shaping research and education. These investments help ensure that The Carpentries remains accessible, maintainable, and responsive to the needs of a growing global community.

None of these accomplishments would be possible without the thousands of volunteers and supporters who contribute their time, expertise, and enthusiasm to our shared mission. Every lesson improved, workshop taught, translation completed, discussion facilitated, and learner supported reflects the collective effort of this remarkable community.

As we look ahead to 2026, we are excited to welcome HPC Carpentry as our fourth lesson program, pilot new approaches to teaching and learning, launch our Subcommunity Leaders onboarding program, and continue exploring how artificial intelligence is changing the landscape of research computing and data education. We are also introducing a new Partnership Program that will help organisations engage more deeply with The Carpentries while supporting the long-term sustainability of our work.

The challenges facing research, education, and nonprofit organisations continue to evolve rapidly. Yet one thing remains constant, and that is the need for welcoming communities where people can build confidence, develop practical skills, and support one another's growth. That need is at the center of everything we do at The Carpentries. Thank you for being part of this journey.

With gratitude,



Message from the Chair of the Board of Directors

Dear Carpentries Community,

I want to start by thanking the Board members who finished their terms this year and warmly welcome those who joined us, whether appointed by the Board or elected by the community. Continuity and renewal are both part of healthy governance, and we are grateful for both.

2025 was a full year. We closed out our 2020–2025 Strategic Plan, assess it and used what we learned to inform the 2026–2028 Bridge Strategic Plan. It is a practical plan, focused on sustainability, curriculum growth, community scalability, and local leadership development, all areas where we see clear need and real opportunity.

The Board's committees also did important foundational work: developing key financial policies, strengthening our executive succession planning, reviewing the HPC Carpentry Lesson program ahead of a formal vote, and improving our functioning as a governance body. This kind of work is not always visible, but it is what allows The Carpentries to function as a community-driven organisation, with the diversity of voices that represent the diversity of our members.

In 2025, The Carpentries withdrew a \$1.5 million NSF POSE proposal after learning that we would need to certify that we do not operate programs that advance diversity, equity, and inclusion. We could not accept those terms because they attacked our core values. I want us to remember the courage and commitment this decision reflects about the Core Team and the organisation. The Board is proud of this decision.

That decision also means we are carrying a real funding gap. The work that proposal would have supported still needs to happen. We are actively looking for funders and donors who share our values and want to support our work. If that is you, or if you know someone it might be, please get in touch. You can make a donation, connect us with potential funders or explore a partnership for your institution.

Thank you for being part of this community, and for what you build here every day.

Yanina Bellini Saibene



Chair of the Board



Members of the 2025 Board of Directors pictured top to bottom and left to right:

Samantha Ahern, Phil Brooks, Luke Corbin, Paola Corrales, Mark Crowe, Eboni Dotson, Nisha Ghatak, François Michonneau, Stephanie Pulford, Jannetta Steyn, and Yo Yehudi.



The Carpentries Overview



Our Vision

Our vision is to be the leading inclusive community teaching data and coding skills.



Our Mission

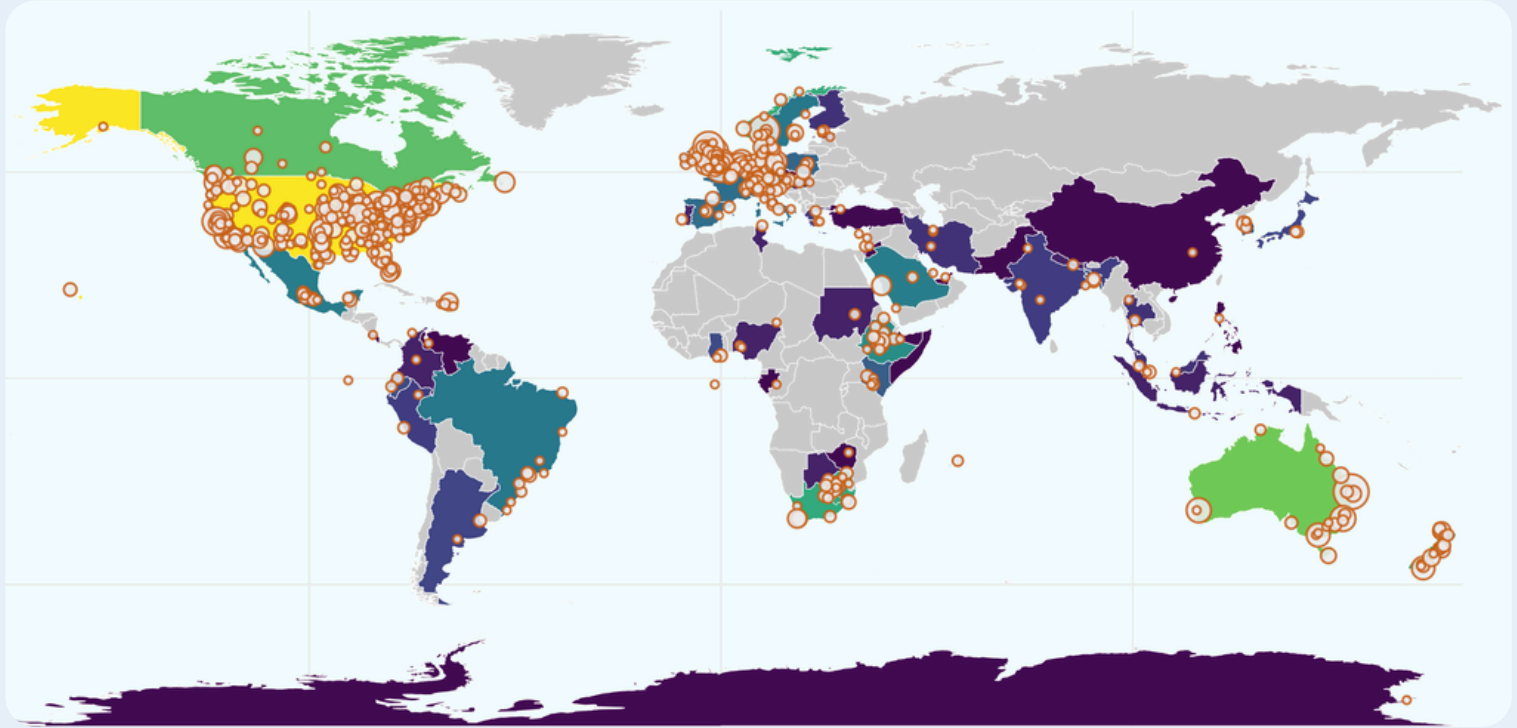
The Carpentries builds global capacity in essential data and computational skills for conducting efficient, open, and reproducible research. We train and foster an active, inclusive, diverse community of learners and instructors that promotes and models the importance of software and data in research.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



Our Core Values

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

The Carpentries Impact



Since 2012, we have run 4,980 workshops in 72 countries and trained 5,310 volunteer Instructors to deliver our 45 collaboratively developed, open lessons to 100,000+ novice learners at our member sites and beyond.

[**DONATE TO THE CARPENTRIES**](#)



2025 Highlights



Executive Team

In 2025, The Carpentries completed and reflected on our 2020-2025 Strategic Plan, and developed the new 2026-2028 Bridge Strategic Plan.



Curriculum Team

The Curriculum Team added citation and acknowledgments pages to lesson websites, to provide more prominence to the contributions of our community members over the years.

They also hosted a series of community discussions on the use of generative AI and how its associated issues might be addressed in Carpentries workshops. These discussions led to the formation of AI Carpentry working groups, who began developing new workshops teaching deep learning methods for research data analysis, and approaches to reduce the risks of genAI use in the coding for research.



Workshops and Instruction Team

WIT intentionally took time to look ahead and dedicate capacity to initiatives beyond day-to-day operations. The team developed a three-year plan to identify the evolving needs of its two programs (Instructor Training and Workshops) and establish clear priorities for the future.

The team also implemented important updates to the Self-Organised Workshop (SOW) process, including introducing a fee structure for AWS instances used in Data Carpentry Genomics workshops, refining SOW submission guidelines, and expanding support for mix-and-match Carpentries workshops.



Technology Team

Throughout 2025, the Technology Team finalised the design and technical features of our new website. Featuring a more modern theme and backend static site generator, this work has improved both the look and feel and ease of maintenance of our main and lesson program websites, as well as our handbook. The team also began implementing Pretix, an open source event scheduling and ticketing system.

Through funding from the Andrew W. Mellon Foundation, the team improved Glosario features and resources, including the main Glosario website, integration with the Workbench, and adding the all-contributions bot to the Glosario GitHub repository to formally recognise contributors to Glosario.



Community Engagement Team

The Community Engagement Team piloted the use of Pretix for Welcome Session and Community Session signups. The main benefit for participants has been an enhanced experience, with automated reminder emails and easy calendar integration keeping attendees informed and better prepared for upcoming sessions.

With the deployment of the all-contributions bot on GitHub, we now automatically acknowledge our Glosario contributors across multiple roles, from translation and review to documentation and planning. This recognition celebrates the efforts of everyone (223 contributors in total) and the many ways they contribute that help Glosario flourish.

2026 Plans

> Executive Team

In April 2026 we launched the Partnership program, a redesign of our former Membership program into a program that is responsive and best meets the needs of our partnering organisations and institutions.

As The Carpentries prepares to onboard HPC Carpentry as a new lesson program, we will move forward with trademarking both the Library Carpentry and HPC Carpentry names and logos to strengthen and protect community-developed program identities.

> Curriculum Team

Following an incubation phase and approval by the Board of Directors, HPC Carpentry will join The Carpentries as our fourth lesson program at the beginning of September 2026.

The Library Carpentry Governance Committee is developing a set of recommended pathways through their expanding portfolio of lessons. The Software Carpentry Governance Committee is preparing to establish a new workshop that builds on the skills taught in the existing lessons for novices.

> Workshops and Instruction Team

The team is piloting a new Learner-Centered Teaching program in response to community feedback and data showing strong interest in Carpentries pedagogy beyond Instructor certification.

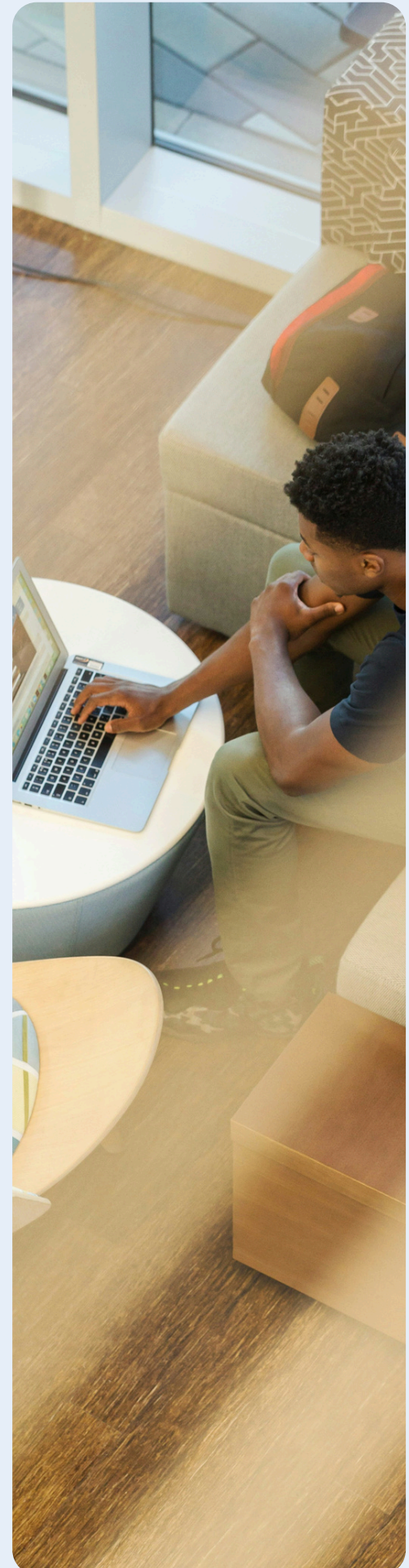
This team will be exploring a partnership with Instats to expand access to Carpentries workshops through recorded and on-demand learning opportunities. We will be piloting several workshops to evaluate community interest, accessibility, and long-term sustainability before determining whether to officially adopt this model as an ongoing offering.

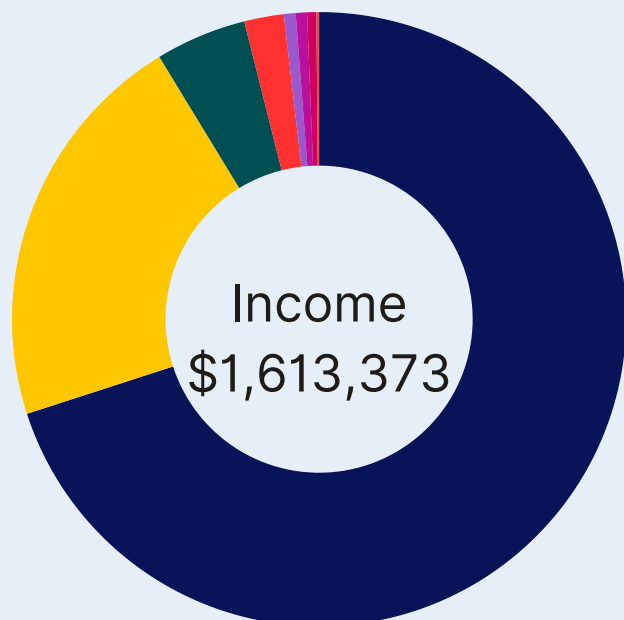
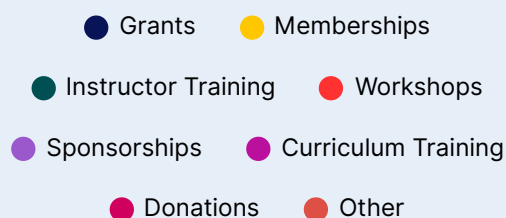
> Technology Team

The team will delve deeper into enabling integrations of our AMY database with Pretix to allow learners to register for events directly through AMY - simplifying the payment process, and enabling attendance data to be used to record achievements and track community roles.

> Community Engagement Team

The team is developing a program to equip Subcommunity Leaders with the necessary skills to represent The Carpentries, organise local events, and encourage engagement within their regions and interest groups.



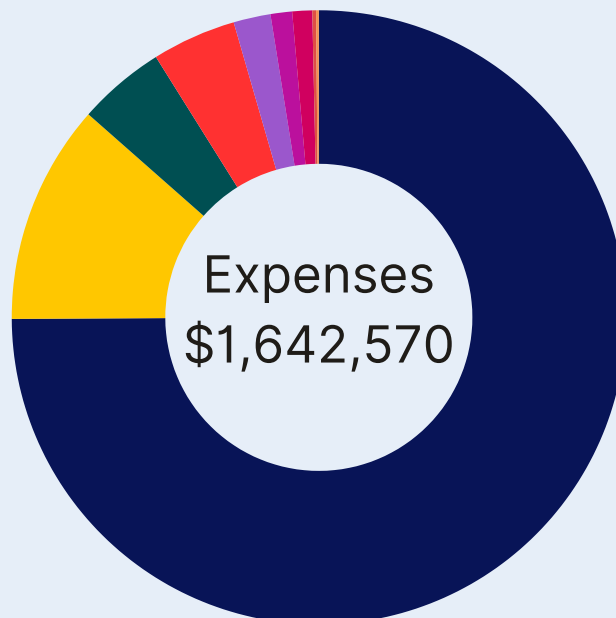


Income by Category	USD	Percent
Grants	\$1,129,589	70.01%
Memberships	\$343,322	21.28%
Instructor Training	\$77,213	4.79%
Workshops	\$33,620	2.08%
Sponsorships	\$10,000	0.62%
Curriculum Training	\$9,550	0.59%
Donations	\$7,824	0.48%
Other	\$2,255	0.14%
Total	\$1,613,373	100%

Year	Operating Reliance
2022	46%
2023	36%
2024	70%
2025	28%

In 2025, our income covered 98% of our expenses - up from 85% the previous year.

Grants comprised 70% of our income, replacing Membership fees as our largest revenue source.



Expenses by Category	USD	Percent
Team Salary & Benefits	\$1,230,620	74.92%
Consultants	\$190,130	11.58%
Meetings & Travel	\$75,628	4.60%
Grants Paid	\$72,720	4.43%
Software & Subscription Services	\$32,048	1.95%
Legal & Professional Fees	\$18,657	1.14%
Other	\$17,175	1.05%
Fiscal Sponsorship	\$3,251	0.20%
Program Supplies & Communications	\$2,340	0.14%
Total	\$1,642,570	100%

This resulted in a corresponding decrease in operating reliance (the portion of operating expenses covered by programmatic income). In 2026, we will increase efforts to secure stable programmatic revenue and reduce reliance on grant funding.

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
Community Coordinators
Community Initiatives
Code for Science & Society
Code Of Conduct Committee
Curriculum Advisors
Gordon and Betty Moore Foundation
Independent Contractors
Instructor Trainers
Instructor Trainer Leadership Committee
Lesson Maintainers
Lesson Program Governance Committees
Member Organisations
Navigation Fund
Posit
Workshop Hosts, Instructors, Helpers, and Learners

