

# The ZETA Alliance

**Mission** To build an alliance of users, partners, and contributors for the ZCS platform to help ensure its long term success and health as a F/LOSS project.

## Short Charter

- To build a strong alliance and community that is either on equal footing or outside of the Zimbra Inc. business and is free of the fear of 'conflict of interests'.
- That the alliances central goal is to promote and ensure the long term success and health of the ZCS project.
- To be the cornerstone for ZCS knowledge and community support and development.
- To be the cornerstone for commercial and noncommercial ZCS listing and announcements for support and services.
- To advocate for true openness and direct contribution to the ZCS code base from the community at large.
- To advance the belief that cooperative competition is good for the whole community and will advance the stability and features of the ZCS platform.
- To advocate for more modulations to the ZCS code base and proper licensing choices that allows for third party products and contributions to give the community more choices and freedom from vendor lock-in.
- To advocate and expand the use of ZCS in general and in new markets or technologies as being the first choice solution.
- To advocate and promote the ZCS community to be more involved in the underlying F/LOSS projects that ZCS is built upon and vice versa.

# Long Charter

“Free - as in freedom/Libre, not gratis”. And with that quote we've all heard so often, we believe the best method to advocate for free speech in the Zimbra community is by way of a non-profit alliance that has the mission below. We believe that the Zimbra Collaboration Server [referred as ZCS below] is a successful and needful open source project. The mission is broken down into a number of sections.

## Goals for our community

- Allow all users, system administrators, developers, and companies a public space to interact on an equal level and without fear of conflict of interests in regards to the ZCS F/LOSS project.
- To help build the default public knowledge repository for ZCS related topics on [zimbra.org](http://zimbra.org) first and then secondary locations if needed.
  - Public listing of companies, vendors, consultants, and projects working with ZCS
  - A central listing of ZCS related blogs and news sites
  - Public knowledge-base/wiki server
  - A public forum
  - A public IRC channel
- To promote the use and development of the F/LOSS Zimbra Server.
- To promote the use of OSI Approved licenses by Zimbra Inc.
- To promote the use of OSI Approved licenses by others that do not conflict with the upstream project.
- To advocate for a more public and consistent beta program.
- To advocate as a community about the long term interest of the health and continued development of the F/LOSS Zimbra Server.
- To remove obstacles to promote a truly extendable development environment that encompasses the ZCS server, modules, zimlets, admin console, and user interface.
- To interact with and contribute more to the underlying open source projects that ZCS is built upon.
- To increase the visibility and knowledge of the general skill-sets that are required to run and manage a ZCS server and the open source programs it leverages.
- To encourage the possibility that the ZCS server can also be built and developed along “market builds”. Specific builds intended for specific markets - education, non-profit, small business, hosting, etc.
- To help build a strong 'development market place' where the community can place bounties for development projects they would like to sponsor.

## Our principles

- By engaging in the development process for ZCS to ensure quality through an open source model.
- That the Alliance will avoid any corporate politics and just focus on the user community of the ZCS server to better serve their needs and interests.
- That the ZCS project will not go away or die, that it will live on regardless of the “corporate” status or situation of Zimbra Inc.
- That we believe the community should be the primary drivers of the ZCS project and therefore, in control of its direction rather than a corporate buyout and the uncertainty it brings. That the community , if unified, can reduce this uncertainty when and if a corporation change happens.
- That the ZCS project should embrace as much freedom as possible in the development and licensing model rather than “as necessary”.
- That “time” can be as valuable as money, in regards to commercial licenses or support. That this choice is for the user or customer to make based upon their own needs. The Alliance makes no stance in regards to other members desire on how they choose to license, market, or sell their services or code that works with the core ZCS project as long as the core ZCS licensing requirements are respected and not violated.

# Organizational Structure

## Membership

Anyone can be part of the Zeta Alliance, except when legally forbidden to, within one of the following levels:

- **Affiliate** – people who help the Alliance by joining a team with no time or effort requirements.
- **Member** – people who commit themselves to actively contribute to the project. To qualify as a member, the candidate's efforts and contribution must be proven and a lazy approval from the other members is required.
- **Patron** – *companies* who provide donations or other way of financial/logistic support to the Alliance such as event organization, infrastructures and more. Patrons will be listed in a dedicated page of the Alliance's website.
- **Founder** – Honorary Acknowledgement to those that sign/vote on the initial founding charter.

## Governance and Bodies

- **Board of Directors** – *people* actively managing the Alliance's work, teams and assets with direct decisional power. The Board of Directors is elected within the members - the election is managed by the Supervisory Board - and it remains in charge for 3 years. Every director can opt to be a Team Leader for at most 1 team making sure that no team is led by less than 2 and more than 3 BoD members (none affiliated with the same company/organization).
- **Supervisory Board** – *members*, appointed as team leaders, who tangibly contribute to the project that manages the approval of other members and the BoD election, taking in charge the management of each own's team together with the Team Leaders from the BoD. A single person cannot be part of both the BoD and the Supervisory Board. For the initial period of 1 year, or until we get a number of members equal or higher than the number of Directors, the Members will be voted by the BoD.
  - The Supervisory Board can be invited to BoD and BoP meetings in order to provide a “driving opinion” on specific matters which doesn't count as a vote in any decision but should be taken into consideration when needed (e.g. tie breaking)
- **Board of Patrons** – similar to the Supervisory Board, but composed by people representing a specific company or entity who want to get involved with no voting power within either the BoD or the Supervisory Board that will bring a business point of view to the alliance. The BoP is open to any company whose business is based on ZCS - hosting, services, zimlet development - and to those projects involved in ZCS itself (Postfix, OpenLDAP, MariaDB...). BoP membership requests are evaluated by the BoD

and, if approved, subject to a fee defined yearly by the BoP (applicants from OSS projects can be exempted from this fee).

- **Decision model** - Many basic decisions are made through a process known as "lazy approval", in which general consent is assumed unless valid objections are raised within a period of time — generally two days, although the timeframe should be stated each time and should be proportionate to the impact of the action. This process is used for decisions with short-term consequences and which can be easily reversed. Any voting member can ask for the deadline to be extended or the decision escalated to require full consensus.
  - More significant decisions are made through a process of full consensus. In order to pass, these decisions need three positive votes (+3) and no negative votes (-1) from the alliance directors. A negative vote immediately halts the process and requires discussion. Therefore, in order to remain valid, negative votes must be supported with a specific concerns about the proposal, and suggestions for what could be changed in order to make the proposal acceptable. Votes are raised within a period of time — generally two days, although the timeframe should be stated each time and should be proportionate to the impact of the action.
  - All decisions are to be announced on the Zeta Alliance "Users" mailing list and will showed in the public archive for transparency.  
[http://lists.zetalliance.org/mailman/listinfo/users\\_lists.zetalliance.org](http://lists.zetalliance.org/mailman/listinfo/users_lists.zetalliance.org)

## Applications and elections

- **Board of Directors**  
**7 people elected every 3 years, any Member can apply as a candidate, considering the following:**
  - In case a director steps down before the end of the term, a new director should be elected for the remainder of the term.
  - The board of directors keeps voting power as long as there are at least 5 directors.
  - In case 4 or less directors are on the board, the board is suspended until new directors are elected.
- **Supervisory Board**  
Elected every 2 years by each team, any Member can apply as a candidate for one of the teams he is part of.
- **Board of Patrons**  
Applications are discussed and approved by the Board of Directors- with a "lazy approval" vote. Maximum of two people representing a single company.

# Teams

The Zeta Alliance is organized in teams, each led by two or three people from the 'Board of Directors' complemented by people in the 'Supervisory Board' that take charge of one specific aspect of our work.

- **Zimbra Community team**

[team leaders: AJCody , philip, UxBoD, Jorge, Cine, Silvan 'pcdog' Gebhardt]

- Blog and forum helpers/mods that help people solving zimbra-related issues and keep an eye on the well-being of the users.

- People devoted to information sharing and to community engagement, active on the forum and on all social medias to promote and spread our values and work and gathering user feedback.

- Documentation writers and editors that actively create content based on the "contents" schedule and on the feedbacks/needs of the users. Set up a public and private Zimbra beta program.

- **Translation group : [ philip, Jorge ]**

Help identify and unify efforts for expanding language support within ZCS

- **Small Business group: [ UxBoD ]**

Small businesses collaborating together to provide better ZCS and other F/LOSS services.

- **Education group: [ ]**

Schools collaborating together to provide better ZCS and other F/LOSS services.

- **Security & Monitoring group: [ UxBoD ]**

Focus on security issues and enhanced monitoring for ZCS.

- **Hosting Providers group: [ Silvan 'pcdog' Gebhardt ]**

Hosting companies collaborating together to provide better ZCS and other F/LOSS services.

- **NGO/Non-Profit group: [ Barry de Graaff ]**

NGO's and Non-Profits collaborating together to provide better ZCS and other F/LOSS services.

- **Development team**

**[team leaders: Barry de Graaff, David S]**

Developers that write docs and code samples to introduce other people to "zimbra programming" and help managing any dev-related asset we might setup or sponsor (git repos and the like). Implement and maintain the bounty platform and target legal issues surrounding code contributions. Oversee and help Zimbra project transparency.

- Current Resources:

- <https://www.zimbra.org/extend/users/view/zetalliance>

- <https://github.com/Zimbra-Community>

- <https://www.bountysource.com/teams/zimbra-community>

- **Support team**

**[team leaders: Filippo "Cine" Cinetto, Silvan 'pcdog' Gebhardt, Jorge]**

People in charge of the maintenance of our IT assets and of setting up new ones.