



Ruby Central

WWW.RUBYCENTRAL.ORG

2022 - 2024

ANNUAL REPORT

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Ruby Central Community,

The past three years have been a period of tremendous growth, renewal, and reflection.

Ruby Central has long stood at the intersection of open source infrastructure and human connection. Between 2022 and 2024, we've worked to expand that foundation, supporting both the digital tools that power Ruby applications and the real-world networks that power our people. We modernized RubyGems.org, introduced sustainable funding strategies, launched new programs, and welcomed thousands of developers to RailsConf and RubyConf. At every step, our community made it possible.

This report tells the story of our evolution, how we're strengthening our technical infrastructure, diversifying funding sources, and recommitting to values of transparency, inclusion, and stewardship. It's also a call to action. As Ruby Central continues to grow, we are looking for more partners, contributors, and community members to shape what comes next.

Together, we can ensure the future of Ruby is not only supported, but thriving.

With gratitude,

Shan Cureton

Shan Cureton

Executive Director, Ruby Central



WHO WE ARE:

Mission, Vision, and Governance

Our Mission

Ruby Central supports and advances the Ruby programming language and its community through conferences, open source infrastructure, and community programming.

Our Vision

We envision a Ruby ecosystem that is secure, inclusive, and sustainable, where anyone, from anywhere, can build, contribute, and thrive.

How We Work

Ruby Central operates as a nonprofit organization governed by a volunteer board of directors and a small staff team. Together, we manage two major international conferences each year, steward core Ruby infrastructure such as RubyGems.org and Ruby Bundler, and lead community-focused initiatives that invest in new developers and underrepresented voices.

Our work is community-driven, data-informed, and values-aligned. We strive to lead with transparency, equity, and care.

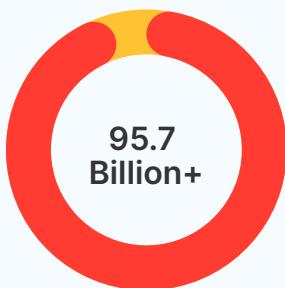


BY THE NUMBERS:

Our Multi-Year Impact (2022–2024)

These numbers reflect more than metrics, they represent the people and organizations who believe in the future of Ruby. From first-time attendees to long-time maintainers, our community remains the driving force behind everything we do.

Infrastructure Reach



RubyGems Downloads



Bundler Downloads



Open Source Contributors

Community Impact



Conference Attendance

6,946 attendees across six events

- RailsConf 2022–2024
- RubyConf 2022–2024



Corporate Partnerships

90+ unique sponsors across events and open source



Scholarship Recipients

53 Scholars & 40+ volunteer Guides



INFRASTRUCTURE & OPEN SOURCE PROGRAM UPDATES

(RubyGems.org · Bundler · Security Pledge · Investments)

Sustaining the Backbone of Ruby Development

Over the past three years, Ruby Central has supported contributors of RubyGems and Bundler through a focused evolution and improvements. Those improvements resonate across stability, security, and developer productivity. Each annual milestone reflects a maturing ecosystem that continues to meet the needs of modern development teams, open source contributors, and production applications at scale.

In 2022, the release of Bundler v2.3 and RubyGems v3.4 marked the beginning of a new security-first and developer-friendly era, introducing features like Bundler version locking, early Rust integration, and the PubGrub resolver.

In 2023, that foundation was strengthened through performance optimization, better CI support, and smarter dependency resolution, particularly through enhancements to git-based installs and polyglot scaffolding with Rust.

In 2024, Ruby Central focused on scale and sustainability. Infrastructure upgrades, contributor-friendly tooling, metadata standardization, and strategic partnerships (Fastly, Eclipse ORC, Open Source Pledge) reinforced our commitment to a faster, more secure, and future-ready ecosystem.

This sustained investment has positioned RubyGems and Bundler not only as dependable developer tools, but also as community-led, standards-aligned infrastructure for the broader open source world.

BUNDLER HIGHLIGHTS

(2022–2024)

Stabilizing Developer Environments with Version Locking (v2.3)

In 2022, Bundler v2.3 introduced a long-requested feature that allows developers to **lock the version of Bundler itself** used by an application, ensuring greater consistency, reliability, and security. This update addressed long-standing issues where mismatches between Bundler versions and lockfiles created "it works on my machine" challenges across environments.

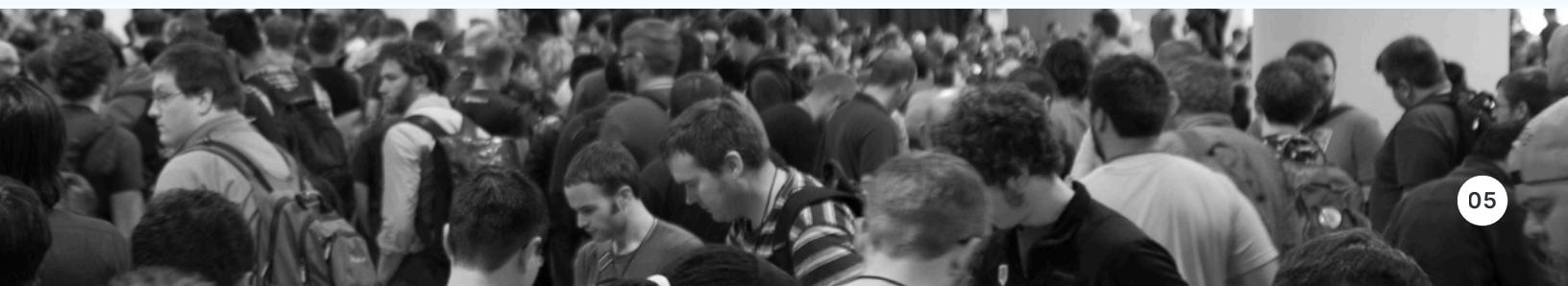
With RubyGems 3.3 or higher, **bundle install** now installs and uses the exact version of Bundler recorded in a project's lockfile. This advancement aligns Bundler versioning with the dependency locking philosophy it's built around, improving application stability and predictability.

Rust Support in Ruby: Cross-Language Integration Made Simple (v2.4)

Released in early 2023, Bundler v2.4 introduced the ability to generate Ruby gem skeletons with native Rust extensions. With the new `--ext=rust` flag for `bundle gem`, developers can now scaffold fully integrated Ruby + Rust gems using standard commands. This feature makes Rust's performance and memory safety more accessible to the Ruby ecosystem and accelerates experimentation at the systems level of Ruby applications.

This addition followed RubyGems 3.4.6's support for compiling Rust-based extensions, laying the groundwork for smoother developer tooling across language boundaries.

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Smarter Dependency Resolution with PubGrub (v2.4)

Bundler v2.4 also featured a shift to the PubGrub resolution algorithm, replacing the legacy Molinillo resolver. PubGrub brings significantly faster dependency solving, more informative error messages, and better support for complex dependency graphs.

This change modernizes one of Bundler's core capabilities, making bundle install not only quicker but also clearer in cases of failure, especially when users encounter conflicting dependency requirements.

Performance Enhancements and CLI Improvements

Additional improvements in 2023 included:

- Faster git-based gem installs, significantly reducing bundling time and disk space use
- New CLI options like `--pre` for easier access to pre-release versions
- Deprecation of outdated Ruby and RubyGems versions to reduce maintenance overhead
- Removal of legacy features (e.g., auto-sudo elevation) in favor of more predictable behavior

Additional Improvements in Bundler v2.6

- Improved handling of platform-specific gem variants, reducing issues during Ruby version switches
- Better offline install support for git dependencies, improving caching workflows
- Stronger redaction of credentials in logs and config outputs
- Enhanced Windows support and refined CLI documentation

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Looking Ahead

Bundler's progress over the past three years reflects a continued focus on:

STABILITY
through precise
version control

PERFORMANCE
with smarter resolution
and faster installs

SECURITY
with checksum
verification

INNOVATION
through cross-language
integration with Rust

With consistent investment in foundational tooling, Bundler continues to serve as a critical layer in the Ruby ecosystem, supporting developers, maintainers, and enterprise teams alike.





RUBY CENTRAL OSS

Executive Summary

In 2022, Ruby Central launched its formal Open Source Program, setting the stage for long-term stewardship of Ruby's critical infrastructure. Following the merger with Ruby Together, this was a foundational year focused on aligning teams, securing core systems, and establishing clear pathways for sustainable, transparent, and community-responsive governance.

From investing in Bundler and RubyGems development to initiating new partnerships and preparing the groundwork for security and scalability upgrades, Ruby Central's open source work in 2022 was rooted in stability, infrastructure modernization, and contributor enablement. This report reflects our commitment to building a secure, resilient Ruby ecosystem.

Mission

The mission of Ruby Central's Open Source Program is to maintain and modernize the essential tools and infrastructure that power the Ruby programming language. We aim to create a dependable foundation for developers, reduce friction in the software supply chain, and sustain open source maintainers through thoughtful community and financial support.



Key Highlights of 2022

Bundler v2.3: Locking the Version of Bundler Itself

One of the most impactful changes in 2022 was the introduction of version locking for Bundler. With the release of Bundler v2.3, developers could now lock their applications to a specific Bundler version directly in their **Gemfile.lock**. This change resolved persistent issues around compatibility and "it works on my machine" bugs by ensuring that production, staging, and development environments could use the exact same version of Bundler.

This advancement aligned Bundler's philosophy with the version-locking mechanism that has long supported dependency consistency and gave teams much-needed reliability across deployments.

Infrastructure Modernization

In collaboration with the RubyGems.org team, we began evaluating and updating our infrastructure to ensure system reliability and uptime. Our engineers audited key components, improved alerting and observability, and planned major database and cluster upgrades to support future growth.

Sustainability and Governance Foundations

2022 was the first full year following the merger with Ruby Together. We invested time and energy into consolidating operational structures, clarifying responsibilities, and formalizing a plan to launch an Open Source Committee for long-term governance. This effort provided clearer oversight and coordination across core projects like RubyGems, Bundler, and RubyGems.org.

Community Engagement

We began publishing monthly RubyGems updates, introducing changelogs, release notes, and community shoutouts to make development activity more transparent. Additionally, we participated in open RFC discussions, set up regular check-ins with core maintainers, and launched initial conversations with partners about security best practices and sponsorship opportunities.

BY THE NUMBERS (2022)

Over 31
Billion

Downloads

277

Gem Authors

130+

Contributors
(across all OSS projects)

STRATEGIC PRIORITIES

Security as a Core Pillar

As software supply chain attacks gained attention across the industry, Ruby Central prioritized security as a foundational area for investment. In 2022, this included planning for multi-factor authentication improvements, internal security audits, and partnerships that would later fund Trusted Publishing and Sigstore integration.

Laying the Groundwork for Enterprise Features

We began early-stage discovery and design work on features such as Organization Accounts for RubyGems.org, scoped permissions, and credentialed publishing addressing the needs of companies that rely on Ruby at scale.

Cross-Language Integration Planning

Discussions began around supporting native Rust extensions in Ruby gems. This conversation paved the way for 2023's release of the `--ext=rust` option in **bundle gem**, which lowered barriers for developers interested in using Rust's performance benefits within the Ruby ecosystem.

Sponsorship and Relationship Development

Throughout the year, Ruby Central met with prospective sponsors, partners, and stakeholders, advocating for greater investment in open source maintenance. These conversations helped shape our funding strategy and later led to support from organizations like Sovereign Tech Fund and Shopify.



Looking Ahead to 2023

2022 was a foundational year for Ruby Central's open source program. It marked the beginning of a multi-year vision for secure, resilient, and sustainable infrastructure.

Our roadmap for 2023 includes:



With a clear mission and momentum in place, Ruby Central is proud to serve as a steward of Ruby's future. We are grateful to our community and supporters for helping us lay the foundation for this essential work.

RUBY CENTRAL OSS

Executive Summary

In 2023, Ruby Central's Open Source Program deepened its investment in the security, performance, and long-term sustainability of RubyGems, Bundler, and RubyGems.org. Through a mix of foundational upgrades, innovative new features, and global community collaboration, we strengthened the infrastructure relied upon by millions of Ruby developers and enterprise teams worldwide. Our work aimed not only to maintain core tools but to reimagine their role in a modern development ecosystem shaped by complex supply chain needs, performance demands, and evolving compliance standards.

This annual report outlines the achievements, impact, and contributors behind our 2023 open source efforts, building transparency with our users, gratitude for our supporters, and momentum toward a more secure and scalable future for the Ruby language.

Mission

The mission of Ruby Central's Open Source Program is to maintain and advance the foundational tools that support the global Ruby community. We aim to provide stable, secure, and modern developer infrastructure through RubyGems, Bundler, and RubyGems.org, while building inclusive governance, reliable funding, and open channels for contribution. Through long-term investment in tooling, documentation, and security, we empower developers of all levels to build confidently and contribute sustainably.

KEY MILESTONES & TECHNICAL ACHIEVEMENTS

Bundler v2.4 Release: Performance, Resolution, and Rust Support

Bundler v2.4, released in early 2023, introduced major updates focused on cross-language experimentation, smarter dependency solving, and faster workflows.

Highlights included:

- Rust Integration: Developers can now generate Ruby gems with native Rust extensions using `bundle gem --ext=rust`, simplifying the process of building performance-critical libraries with memory safety guarantees.
- PubGrub Dependency Resolver: Bundler transitioned from the legacy Molinillo resolver to PubGrub, a more advanced algorithm that improves speed, precision, and error reporting during bundle install.
- Optimized Git Source Installs: Bundler now uses shallow cloning to reduce the time and bandwidth needed to install git-based gems, a critical improvement for teams using CI/CD and private repositories.

These features reflected a broader focus on enabling advanced tooling workflows, aligning with the polyglot nature of modern development, and reducing pain points in gem management.

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RubyGems 3.4 Enhancements: Security, Speed, and Developer Insight

RubyGems 3.4 introduced improvements across package installation, user experience, and maintainability:

- Enhanced MFA enforcement, gem owner verification processes, and security policy visibility
- Refined CLI output and messaging for greater clarity in install logs and gem errors
- Support for reproducible builds and improved metadata handling

These updates laid the groundwork for further security enhancements in future releases, such as lockfile checksums and Trusted Publishing.

CI and Enterprise-Ready Workflows

Responding to increased usage in enterprise pipelines, Ruby Central made key changes to improve CI compatibility:

- Updated default CI templates to support compilation of Rust extensions
- Added automatic install fallback logic for edge cases in dependency resolution
- Ensured better compatibility with pre-release versions via --pre flag improvements

Sunset of Legacy Features

To reduce maintenance complexity and improve security posture, Ruby Central removed several outdated or risky features:

- Deprecated support for Ruby 2.3–2.5
- Removed auto-sudo behavior from Bundler
- Hardened environment isolation between system and project gems

These changes helped modernize the codebase and increase the predictability of development environments.

SECURITY AND INFRASTRUCTURE FOCUS

2023 emphasized the role of Ruby Central as a steward of open source security, with sustained effort in areas like:

- Internal audits of high-traffic gems and key RubyGems.org endpoints
- Planning for upcoming features like lockfile checksums and Trusted Publishing
- Establishing new partnerships to support supply chain verification and secure CI/CD integration

These changes helped modernize the codebase and increase the predictability of development environments.



COMMUNITY, CONTRIBUTORS, AND GOVERNANCE

Contributor Engagement

Ruby Central facilitated consistent communication with contributors through RFCs, changelogs, and community updates. These channels helped clarify roadmap priorities and supported collaborative development across time zones and companies.

Open Source Governance Development

Following the 2022 merger with Ruby Together, Ruby Central began shaping its Open Source Committee, a formal governance body tasked with overseeing RubyGems, Bundler, and related infrastructure. In 2023, early groundwork included:

- Drafting charter language
- Recruiting advisory members
- Structuring working groups around security, CI/CD, and roadmap alignment

This committee would formally launch in 2024, but its foundations were laid through ongoing staff and volunteer collaboration throughout 2023.



IMPACT BY THE NUMBERS

These numbers reflect the scale of RubyGems and Bundler in the modern Ruby ecosystem, powering development workflows across individual apps, open source projects, and global engineering teams.

32,477,521,726+

TOTAL GEM DOWNLOADS

338

TOTAL AUTHORS

130+ UNIQUE CONTRIBUTORS

TOTAL CONTRIBUTORS

Funding and Sustainability

In 2023, Ruby Central continued to pursue diversified funding streams to support its open source work, including:

- Ongoing investment from Shopify through the Ruby Shield initiative
- In-kind infrastructure support and developer grants
- Community sponsorships, memberships, and philanthropic contributions

As the scale and scope of infrastructure needs grew, Ruby Central began planning the case for broader institutional support to ensure long-term sustainability.



LOOKING AHEAD TO 2024

The focus for 2024 was shaped by the technical and strategic groundwork of 2023.

Key priorities included:

- Launch of Bundler Lockfile Checksums
- Trusted Publishing and Sigstore integration
- Organization Accounts and team-level permissions
- Security audit implementation and vulnerability response
- New partnerships to address compliance and sustainability challenges

With a maturing governance model and growing community of contributors, Ruby Central entered 2024 with a renewed commitment to building a safer, faster, and more resilient ecosystem for all Rubyists.



RUBY CENTRAL OPEN SOURCE

Executive Summary

From November 2023 to November 2024 Ruby Central delivered a year of strategic progress on the tools that keep the Ruby world running. We strengthened **RubyGems**, **Bundler**, and **RubyGems.org** with modern security practices, 24 × 7 reliability, and enterprise-grade features all while maintaining the community-first spirit that has defined Ruby for more than two decades.

Highlights include the launch of **Trusted Publishing**, the completion of a Trail of Bits security audit, and the impending debut of **Organization Accounts** a permissions framework long requested by large adopters. With more than **34 billion gem downloads** served in the past twelve months and **132 unique contributors** pushing code, Ruby's package infrastructure is not only stable; it is evolving to meet the expectations of global enterprises and individual creators alike.

Our Mission

To provide a **secure, dependable**, and **future-ready ecosystem** for every Ruby developer from a single-page app author to a Fortune 100 engineering team. We do this by maintaining RubyGems.org, Bundler, and supporting services; by investing in supply-chain security; and by fostering a contributor community that can sustain these assets for the long haul.

2024 KEY ACHIEVEMENTS



Milestone

Trusted Publishing token-free, OIDC-backed gem releases from CI

Why It Matters

Eliminates long-lived API keys and aligns RubyGems with modern supply-chain standards



Milestone

99.99 % uptime with a primary + secondary on-call rotation

Why It Matters

Guarantees that every `bundle install` succeeds, every hour of every day



Milestone

Organization Accounts (beta)

Why It Matters

Role-based gem ownership for large teams; reduces risk as staff and vendors change



Milestone

Year-one operation of the [Open Source Committee](#)

Why It Matters

Formal oversight of roadmap, security posture, and multi-year funding



Milestone

Trail of Bits assessment 33 findings remediated or in flight

Why It Matters

Independent confirmation that RubyGems.org follows industry best practice

FUNDING & PARTNERSHIP

Your support turns ideas into released code. In **2024** we were proud to partner with:

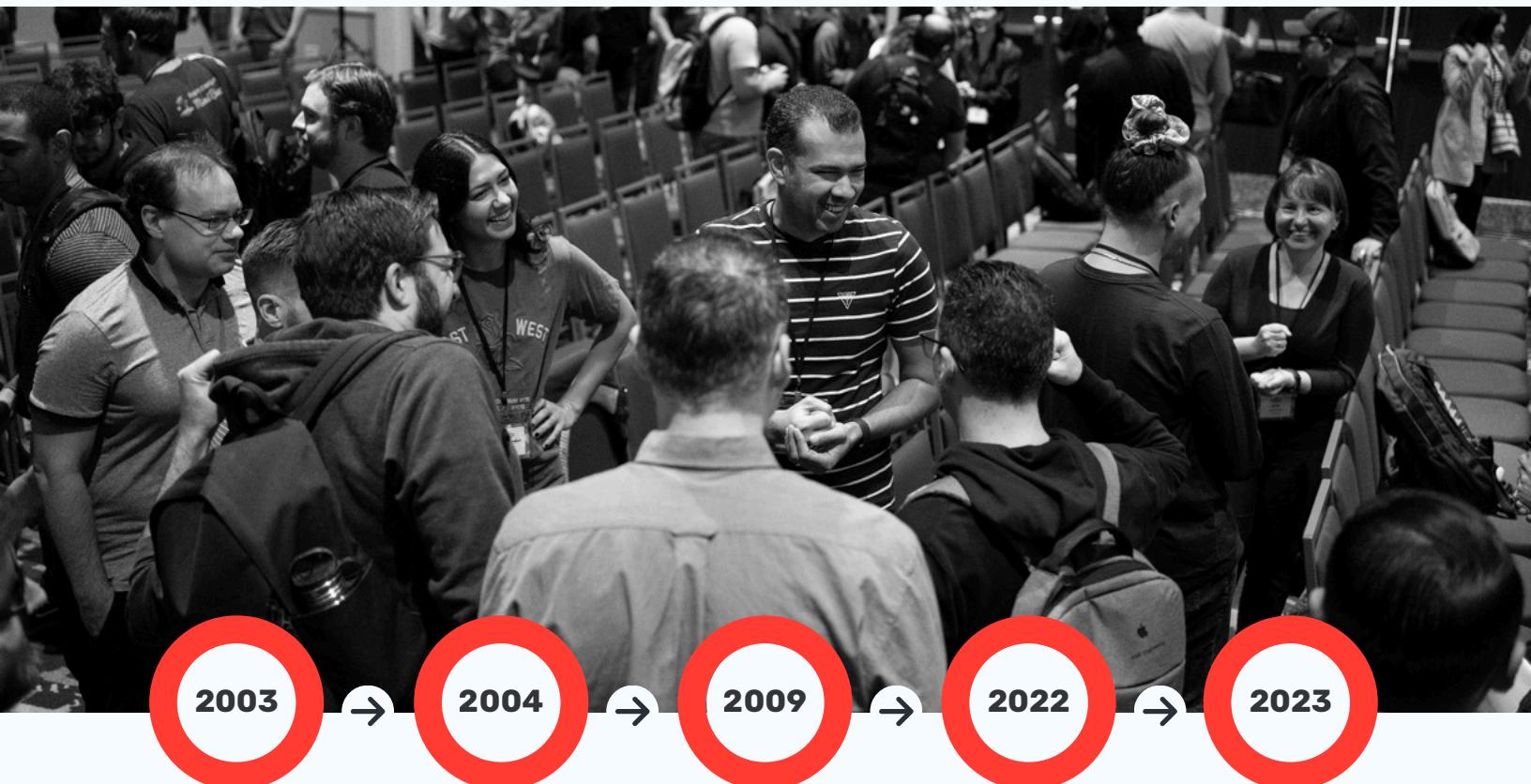
- **Sovereign Tech Agency** – underwriting Trusted Publishing security work
- **Shopify (Ruby Shield)** – multi-year investment in infrastructure reliability
- **Amazon Web Services** – sponsoring our Security Engineer-in-Residence
- **Alpha-Omega Project** – funding the Trail of Bits audit and Organization Accounts
- **Hundreds of individual and corporate members** – providing flexible dollars that keep patches flowing and servers online

Every contribution whether \$25 a month or a six-figure grant directly reduces risk for the entire Ruby ecosystem.



RUBYGEMS & BUNDLER: TWO DECADES OF EVOLUTION

Your support turns ideas into released code.



2003

RUBYGEMS

conceived at
RubyConf

2004

RUBYGEMS

launches

2009

BUNDLER

introduced to
solve dependency
conflicts

2022

RUBY TOGETHER

merges with Ruby
Central, unifying
governance

2023

OPEN SOURCE COMMITTEE

formed for long-
term strategy

TECHNICAL DETAIL

(2024)

- **Trusted Publishing & Sigstore** – live OIDC workflow; gem-level attestations in active integration
- **MFA Hardening** – platform-wide two-factor flows rewritten after CVE-2024-21654
- **Infra Upgrades** – Kubernetes 1.28, OpenSearch 2.x, PostgreSQL 15; Datadog Cloud Security Management deployed
- **Bundler Lockfile Checksums** – opt-in SHA-256 verification now protecting production deployments
- **Performance Wins** – 40% faster git-source installs, project-specific gem caches, smarter auto_install
- **Ruby Toolbox@15** – refreshed UI, Codespaces template, larger data capacity



THE TEAM BEHIND THE WORK

André Arko · Arun Agrawal · Ellen Marie Dash · Gift Egwuenu · Martin Emde · Samuel Giddins · Marty Haught · Irene Kannyo · David Rodríguez · Colby Swandale · Josef Šimánek

Their expertise and the community that reviews their pull requests keeps Ruby moving forward.

HOW YOU CAN HELP

Fund the Work

Join the Community Funding Program or discuss a bespoke sponsorship.

Contribute Code

Issues and PRs welcomed at github.com/rubygems and github.com/bundler.

Share Feedback

Review active RFCs, report security concerns via HackerOne, or join us in Bundler Slack.

Together we can guarantee that Ruby remains a secure, joyful, and high-performance foundation for the next generation of software.

INVESTMENTS & FUNDING PARTNERS

Funding Partners

Ruby Central's open-source achievements in 2024 were possible only through the strategic support of a small group of mission-aligned partners. Each organization listed below invests not only dollars but also engineering time, cloud capacity, and security expertise multiplying the impact of every commit we ship.

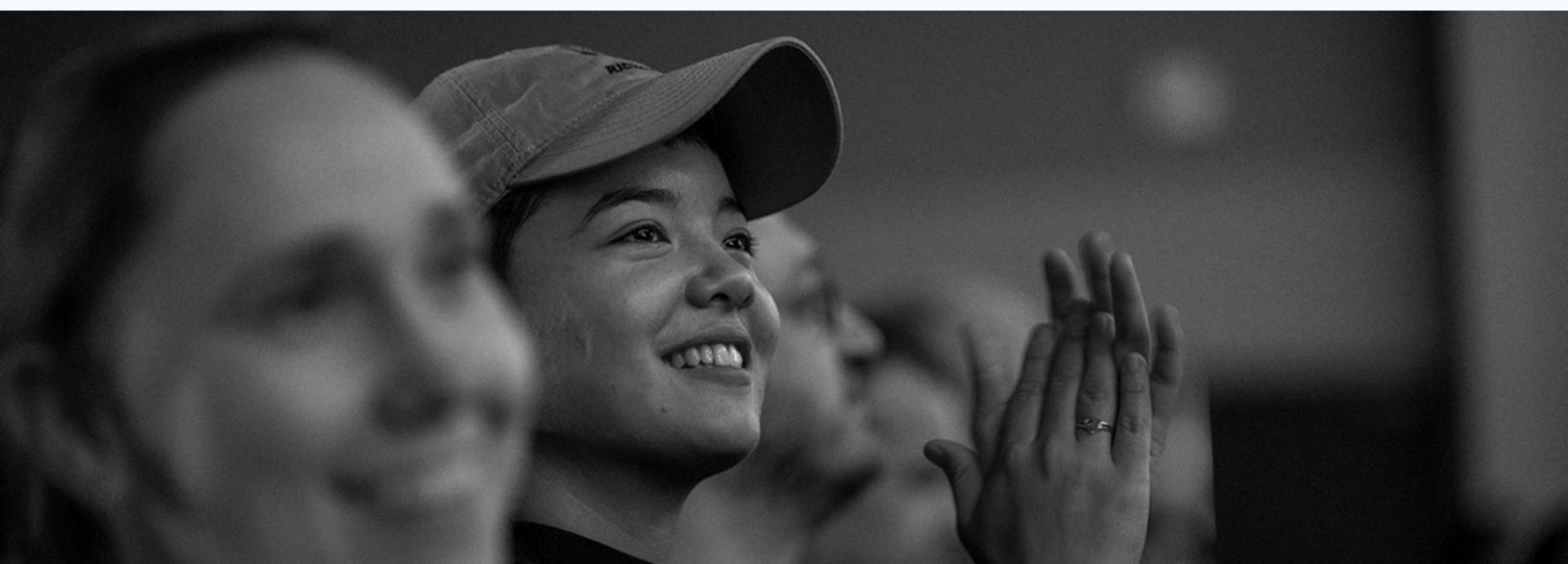
Partner	Type of Support	2024 Highlight
Sovereign Tech Agency <small>(formerly Sovereign Tech Fund)</small>	Multi-year grant underwriting critical-infrastructure work	Funded the full Trusted Publishing rollout from initial design to production launch ensuring token-free, OIDC-backed gem releases for the entire community.
Shopify Ruby Shield Program	Annual cash grant + dedicated staff hours	Continued "Ruby Shield" investment allowed Ruby Central to assign engineers to uptime, performance, and security projects that directly benefit Shopify's own Rails fleet and every other company running Bundler in production.
Amazon Web Services	In-kind cloud credits + salary sponsorship	Hosts key RubyGems.org workloads and sponsors our Security Engineer-in-Residence, Samuel Giddins, whose 2024 focus included Sigstore integration and API hardening.
Alpha-Omega Project	Targeted security grant	Funded Trail of Bits' independent security audit and provided runway for phase-one development of Organization Accounts.
Individual & Corporate Members <small>(100 + contributors)</small>	Flexible, unrestricted funds	Membership dues keep the lights on covering day-to-day maintenance, incident response, and the small administrative costs that never make headline news but keep global infrastructure humming.

TOTAL DIRECT INVESTMENT IN 2024: **US \$2.3 MILLION**

IN-KIND CLOUD AND SECURITY SERVICES: VALUED AT AN ADDITIONAL **US \$400 000**

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We extend our sincere thanks to every one of our funding partners. Your commitment safeguards more than **34 billion annual gem downloads** and empowers **98 active contributors** to keep Ruby's package ecosystem secure, performant, and freely available to all.



Interested in joining this circle of partners? Contact us at **sponsors@rubycentral.org** to discuss tailored sponsorship opportunities.

To view the complete 2024 Open Source Report online, visit:
<https://rubycentral.org/news/ruby-centrals-first-annual-oss-report-2024/>

LOOKING AHEAD

Investing in Long-Term Sustainability, Innovation, and Community Impact

Ruby Central will deepen its investment in the growth, security, and resilience of RubyGems and Bundler; two of the most widely used open source tools in the Ruby ecosystem. Our priorities are not just technical; they are strategic, designed to scale impact, support developers, and ensure the long-term sustainability of open source infrastructure.

CI-Friendly Workflows for Teams and Ecosystem Scale

As more organizations automate and scale their development pipelines, Ruby Central is prioritizing enhancements that make RubyGems and Bundler more compatible with modern CI/CD environments. Upcoming improvements will streamline dependency caching, reduce cold start times, and increase predictability in production deployments benefitting enterprise users, OSS projects, and individual developers alike.

Security-First Defaults for Supply Chain Integrity

Software supply chain attacks continue to rise. Ruby Central is committed to making secure development the default experience in Ruby. We'll expand checksum enforcement, improve MFA coverage, and strengthen gem signing and ownership verification all aligned with evolving global security standards and regulatory guidance (e.g., CRA, SBOM initiatives).

Stronger Enterprise Support for Gem Consumers

We are refining documentation, packaging standards, and metadata for large-scale gem consumers ensuring that enterprise users can confidently build on top of Ruby's ecosystem. This includes better introspection tools, clearer provenance data, and compatibility with industry-grade audit and compliance tools.

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Contributor Health and Ecosystem Sustainability

Sustainability starts with people. We're doubling down on our commitment to open source maintainers through targeted funding, fair compensation, and tools to prevent burnout. Building on the Open Source Pledge, we will explore new contributor pathways, invest in onboarding resources, and continue advocating for equitable funding models across the tech sector.

Infrastructure Built with the Community, for the Community

Ruby Central will expand its collaboration with global infrastructure partners (like Fastly) and open source governance groups (like the Eclipse ORC Working Group) to ensure that RubyGems and Bundler remain compliant, fast, and globally resilient. We're also investing in better issue tracking, roadmap transparency, and contributor engagement so the community can shape the tools they rely on.

WHY THIS MATTERS

RubyGems and Bundler are more than developer tools they are **critical digital infrastructure**. Every improvement we make ripples outward to millions of Rubyists, thousands of companies, and countless applications powering industries from healthcare to finance to education.

With additional support from funders, sponsors, and partners, we can accelerate this momentum, reduce systemic risks, and build a sustainable future for Ruby's open source ecosystem.



CONFERENCES & COMMUNITY PROGRAMMING

Ruby Central Conferences: 2022–2024 Overview

Ruby Central has remained committed to cultivating a thriving, inclusive, and technically forward community through its flagship events: RailsConf and RubyConf. From 2022 to 2024, we hosted six major conferences across five cities and two digital platforms. These gatherings showcased our community's diversity, curiosity, and collaboration, while providing essential infrastructure for learning, networking, and innovation in the Ruby ecosystem.

2022 Highlights

RailsConf 2022 – Portland, OR (May 17–19)

RailsConf 2022 marked our return to in-person gatherings following the pandemic, offering a hybrid format to accommodate attendees across the globe. We welcomed 1,126 in-person participants and an additional 564 virtual attendees. The event emphasized safety and accessibility, implementing PCR testing protocols in partnership with SafeAccess and providing captioning and recordings via White Coat Captioning and Confreaks.

The conference featured 68 sessions, including 54 talks, 8 workshops, and 6 keynotes. New initiatives included a test-driven Pairing Lab led by Test Double, a COVID-safe hybrid format, and improved community-building opportunities like game night hosted by Sidekiq and the WNB.rb breakfast social.

Support from 40 sponsors made RailsConf possible, including Platinum partners Wrapbook and Shopify, and a robust range of Gold, Silver, Bronze, and individual supporters. Attendees praised the return to in-person connection and the diversity of speakers and participants..

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Houston & Providence, RI (Nov 15-17)

In 2022, RubyConf introduced an experimental two-location format: a main event in Houston and a smaller RubyConf Mini in Providence. We welcomed 392 attendees in Houston, 161 in Providence, and 153 to the combined virtual edition.

RubyConf Houston featured 43 sessions, while RubyConf Mini hosted over 30. Both events emphasized community experience, adding a professional photographer, improving dietary offerings, and piloting an eco-friendly, low-waste conference model. RubyConf Mini introduced partnerships with WNB.rb and Splitwise, reinforcing our commitment to inclusive collaboration.

A complimentary virtual pass was provided to all in-person attendees, offering asynchronous access to recordings and virtual networking. These conferences marked a shift toward hybrid models and audience engagement through both physical and digital environments.

2023 Highlights

RailsConf 2023 – Atlanta, GA (Apr 24-26)

RailsConf 2023 brought together 879 participants in Atlanta and introduced a renewed emphasis on Ruby Central's leadership role in conference design and delivery. The event featured 67 sessions 53 talks, 9 workshops, and 5 keynotes and continued initiatives like the Test Double Lab, video captioning, and robust scholarship programming.

We expanded our communications efforts through daily Slack updates and QR-code signage to reduce paper waste. A new "Ruby Select" track invited deeper engagement with Ruby Core contributors, while the virtual job board created new pathways for community connection.

The conference was supported by 21 sponsors, with notable contributions from Shopify, Cisco/Meraki, and Crunchydata. Attendees highlighted the welcoming tone of the community and the value of connecting in-person after a long hiatus.

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RubyConf 2023 – San Diego, CA (Nov 13–15)

RubyConf 2023 drew 580 in-person attendees and 144 virtual viewers. This edition marked a significant shift in tone and strategy. Ruby Central reimagined RubyConf as distinct from RailsConf positioning it as the flagship event for technical deep dives, community experimentation, and cross-role collaboration.

Community Day was introduced to foster hacking, learning, and open-source maintenance. New features included a fully vegetarian-forward menu, expanded social offerings like game night and professional headshots, and the Scholar Mini-Project initiative.

Supported by 20 sponsors, including Shopify, Chime, Heroku, and GitHub, RubyConf 2023 also launched its first virtual livestream of keynote content. Testimonies affirmed the inclusive, supportive atmosphere Ruby Central strives to create, particularly for early-career developers and returning Scholars.

2024 Highlights

RailsConf 2024 – Detroit, MI (May 7–9)

RailsConf, hosted by Ruby Central, took place in Detroit, drawing 592 attendees. The event featured 68 sessions, 54 talks, 8 workshops, and 6 keynotes with continued emphasis on technical rigor, social programming, and intentional inclusivity.

New initiatives included a sponsored coffee cafe, restructured exhibitor layout for better engagement, and a redesigned registration process that eased attendee onboarding. We also deepened our sustainability efforts through digital menus, recyclable furniture, and QR-integrated badges.

This edition of RailsConf also marked the full integration of Scholar Mini-Projects and Guide training, setting a new standard for our educational programs. Support came from 40 sponsors, including Revela, Shopify, and Gusto.

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RubyConf 2024 – Chicago, IL (Nov 13–15)

RubyConf 2024 was a great success, drawing 624 attendees to Chicago. The conference leaned fully into technical programming with 44 total sessions and a stronger emphasis on workshops, hack days, and Core team collaborations.

This year introduced several new features: the Ruby Cafe, a permanent Ruby Central Community Slack for real-time updates and networking, and the Ruby Store for branded merchandise. The Ruby Booth debuted as a central hub for OSS engagement, particularly around RubyGems and Bundler.

RubyConf 2024 also piloted a Corporate Ticket program and new Sponsor Room recordings to increase partner visibility. The event was widely praised for its quality of content, attendee experience, and its ability to meaningfully evolve the community experience.

Over the course of three years, Ruby Central hosted 6 major events, facilitated thousands of professional connections, and consistently adapted our conferences to meet the needs of a changing community. From hybrid formats and digital innovation to deeper educational programming and sustainability practices, our events serve as a vital nexus for Ruby practitioners worldwide. We remain grateful to our partners, speakers, volunteers, and attendees who continue to bring these conferences to life.



SCHOLARS & GUIDES PROGRAM

Fostering Inclusion, Mentorship, and Professional Growth in the Ruby Community

The Scholars & Guides Program is Ruby Central's flagship inclusion and mentorship initiative. It is designed to support early-career and historically underrepresented developers by pairing them with experienced Rubyists at RubyConf and RailsConf. Through this structured mentorship model, Scholars receive direct support, access to the community, and opportunities to contribute visibly through mini-projects.

Since its launch in 2022, the program has supported 53 Scholars and facilitated over 50 one-on-one mentorship pairings. Scholars have gone on to speak at conferences, contribute to open source, and return to the community as Guides and advocates.

Program Goals:

- Expand representation within the Ruby ecosystem
- Lower barriers to participation in RubyConf and RailsConf
- Create meaningful mentorship experiences between new and seasoned Rubyists
- Showcase emerging talent and foster community visibility

Program Model

EACH SCHOLAR RECEIVES:

- Complimentary admission to a Ruby Central conference
- A \$500 award to offset travel or project expenses
- Create meaningful mentorship experiences between new and seasoned Rubyists
- Showcase emerging talent and foster community visibility

Guides Provide:

- Mentorship leading up to and during the conference
- Support on technical, professional, and community topics
- Personalized introductions to community members and projects
- Feedback and encouragement on mini-projects



IMPACT & INVESTMENT (2022-2024)

From **2022** to **2024**, Ruby Central supported a total of 53 Scholars, with the following distribution:

Year	Scholars Supported	Estimated Total Awarded Funding
2022	8	\$4,000
2023	26	\$13,000
2024	19	\$9,500

The program's growth reflects both increasing demand and Ruby Central's commitment to scaling inclusion. Scholars consistently complete required programming and contribute back through talks, blog posts, and community engagement.

FINANCIAL OVERVIEW:

Over this three-year period, Ruby Central's total revenue grew from **\$2.56 million in 2022 to \$3.7 million in 2024**, a 20% increase. This growth came primarily from diversified funding sources including corporate sponsorships, individual memberships, donors, and grant support. We strategically channeled this funding into infrastructure, operations, and community programs.

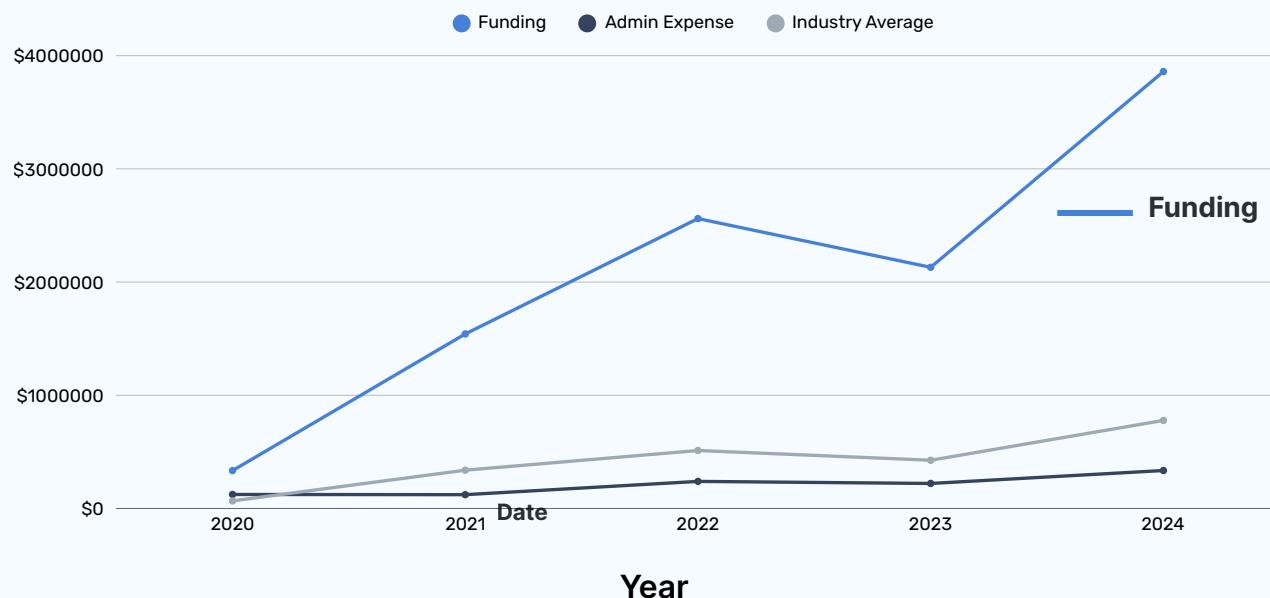
- **2022** marked a strong return to in-person events, with nearly **\$1 million** in sponsorships raised across RailsConf and RubyConf. This included support from over **50 unique sponsors**, such as GitHub, Shopify, Appfolio, Stripe, and more. These funds helped re-establish conference operations and support community scholarships.
- **2023** introduced stronger programmatic coordination across open source and conferences. While overall sponsorship revenue was more modest compared to 2022, Ruby Central secured new funding through its **OSS sustainability partnerships** including Shopify's continued support and targeted investment from Sidekiq and Fastly.
- By **2024**, the organization achieved a more **balanced revenue portfolio**, combining stable conference sponsorships with a growing **membership base**, grant diversification, and expanded partnerships in the OSS ecosystem. Early success of our **Community Funding Program** and the pilot of **developer-focused memberships** pointed to promising new pathways for recurring revenue.

Administrative costs were intentionally kept lean over the past three years, averaging 9.5% of incoming funds going towards operations of the organization. Moving forward, Ruby Central plans to invest further into operations and compliance, aiming closer to the industry standard of 20%, to best serve and support the community and organizational responsibilities.

The majority of administrative costs was for administrative labor to run core operations and governance. Our structure continues to prioritize program funding, supporting open source maintenance, event access, and scholarship opportunities.

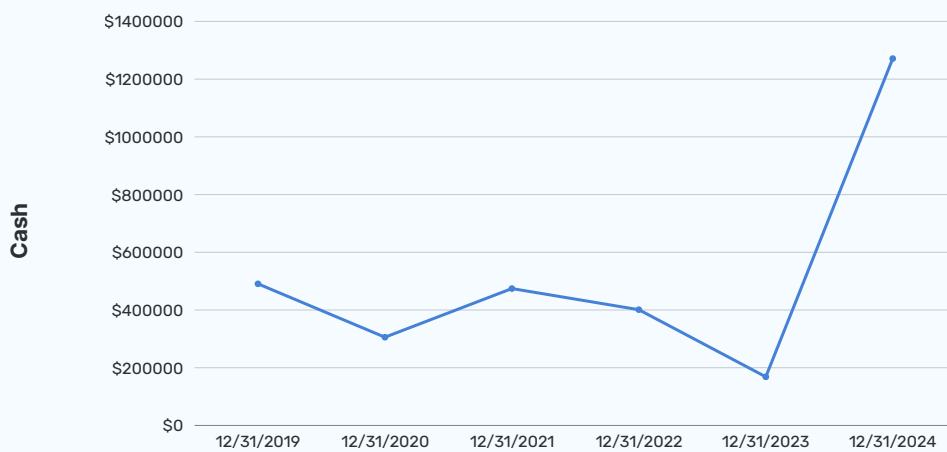
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Overall Funding VS Admin Expenses



In 2022, Ruby Central began a disciplined effort to build a reliable operating reserve. As of mid-2024, we maintain a cash reserve equal to six months of operating expenses, creating financial resilience for core services like RubyGems.org and Bundler, as well as for staffing and logistics across RubyConf and RailsConf.

Cash Reserve Snapshot



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Infrastructure and Security

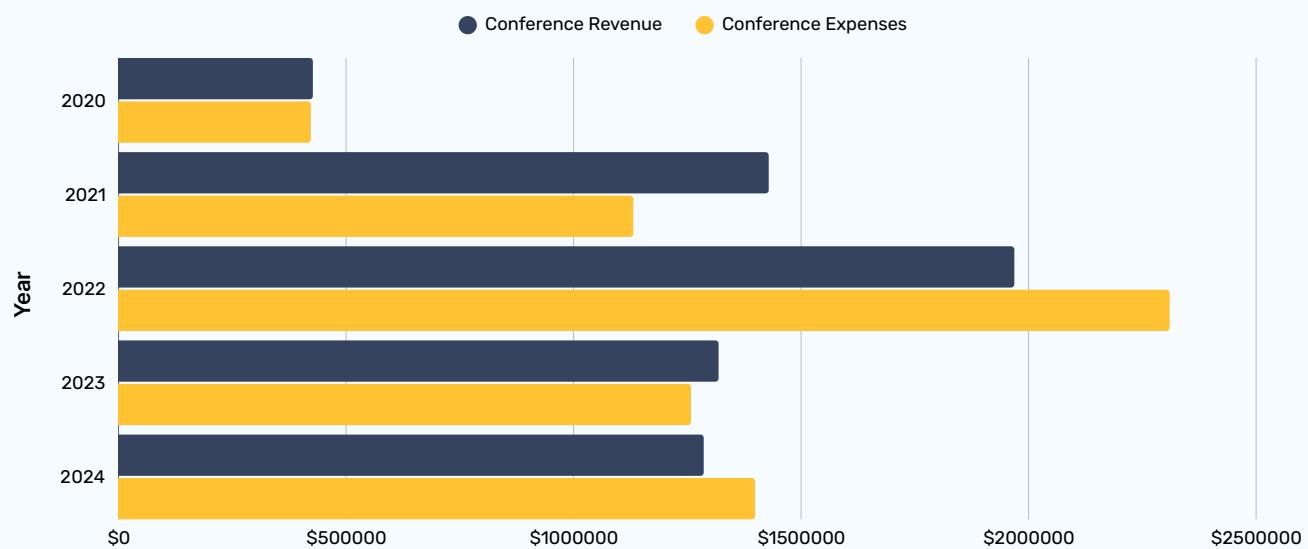
Infrastructure remains a cornerstone of our mission. From 2022 through 2024, we directed more than \$1.6 million toward maintaining and securing RubyGems.org and Bundler. Investments were used for uptime monitoring, Trusted Publishing rollouts, modernization efforts, and security initiatives such as malicious gem detection and infrastructure-as-code improvements.

Funding was sourced through partnerships with organizations such as Shopify, Fastly, Sidekiq, and Ruby Together, as well as one-time grants secured during this reporting period. These contributions enabled Ruby Central to operate RubyGems.org at high availability while planning for long-term sustainability.

Membership Revenue and Community Support

Our membership base also grew steadily, reflecting increasing grassroots support. In 2024 alone, membership revenue reached \$163,225, more than doubling from the previous year. These contributions, whether from individuals or small companies, represent the heartbeat of our community making it possible to sustain core programming and operational independence.

Conference Revenue VS Expenses



COVID-19 had a dramatic impact on the conference landscape and Ruby Central felt that as expenses rapidly escalated in 2021 and 2022. Ruby Central has consistently prioritized delivering value to the community while navigating the the changing landscape of in person events, finding a balance between ticket price and sponsorship revenue and expenses that contribute directly to our attendee experience.

990 HIGHLIGHTS

Our full 990 reports are available on ProPublica.

This is a snapshot across the last three fiscal years.

Fiscal Year	2022	2023	2024
Revenue	\$2,558,278	\$2,218,731	\$3,107,120
Expenses	\$2,834,985	\$2,206,265	\$2,946,541
Assets	\$401,064	\$160,871	\$1,274,477
Liabilities	\$253,453	\$91,187	\$912,949
Net Assets	\$147,611	\$69,684	\$361,498

**2024 NET ASSETS:
\$361,498**

Ruby Central continues its commitment to fiscal responsibility and transparency.

Thank you for entrusting us with your contributions.

DONOR & SPONSOR RECOGNITION

Ruby Central's conferences thrive because a diverse circle of companies chooses to invest in Ruby's future year after year. Between 2022 and 2024 those commitments added more than **\$1.1 million** to our operating budget and underwrote everything from Wi-Fi and captioning to travel scholarships and infrastructure security sprints. The result is a community gathering that remains accessible and forward-looking even as corporate marketing budgets tighten across the industry.

Across this three-year window we have observed two parallel trends. First, a core trio of brands, **Shopify, Chime, and Cisco** has kept RailsConf and RubyConf anchored by repeatedly underwriting the highest sponsorship tiers. Their combined support now exceeds \$4,800,000 with Shopify alone contributing \$50,000 to launch our 2022 return to in-person events and sustaining five subsequent conferences at smaller but steady levels. Chime followed a similar arc, booking **\$45,000** at RailsConf 2022, then averaging just over \$30,000 per event as economic headwinds set in. Cisco arrived later, but quickly signaled commitment, matching the \$35,000 top tier at RailsConf and RubyConf in 2023 before renewing at comparable levels for 2024.

Second, new and mid-tier sponsors have filled the gaps left by shrinking top-tier packages. Names such as Revela and Gusto entered RailsConf 2024 at \$50,000 and \$42,040, respectively; evidence that fresh players see unique value in Ruby's developer audience. Meanwhile, companies like **Cedarcode, Scout APM, Retool, Weedmaps, and Beyond Finance** opted for targeted engagements, often in the \$8,000–\$20,000 range, to secure niche visibility through lounges, lightning-talk streams, or scholarship endowments. This quiet broadening of the sponsor base has offset year-to-year fluctuations from long-time supporters such as **Wrapbook**, whose initial \$50,000 contribution scaled back to sub-\$25,000 levels by 2022.

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Event revenue mirrors these shifts. RailsConf 2022 set a post-pandemic benchmark with its trio of \$50,000 flags and a broad constellation of mid-tier partners. RubyConf 2022 closed the year slightly lighter but still headlined by Shopify and Chime. When 2023 arrived, total sponsorship at both conferences dipped, yet the appearance of Cisco and increased diversity in smaller packages kept programming ambitions intact. RailsConf 2024 then rebounded decisively: Revela's headline gift, Gusto's early commitment, and full-tier renewals from Shopify, Chime, and Cisco produced the healthiest sponsorship ledger since 2022 - ultimately totaling just over \$200,000.

Taken together, the picture is encouraging. Large-scale gifts remain the backbone of Ruby Central's event economy, but the rise of purpose-driven mid-tier and first-time sponsors provides greater resilience against cyclical budget cuts. The overall sponsorship landscape is therefore both steady and evolving: steady because the marquee brands keep returning, evolving because new voices continue to join, and smaller companies discover bespoke ways to reach Ruby developers.

We extend heartfelt thanks to every organization listed on these pages, whether you contributed fifty thousand dollars or funded a single scholarship seat. Your investment energizes hallway conversations, safeguards critical packages on RubyGems.org, and tells thousands of developers that the work they do in Ruby matters. We look forward to building the next chapter of open-source sustainability together.

With Gratitude to Our Supporters (2022–2024)

The work of Ruby Central would not be possible without the continued support of our funders, sponsors, and donors. Between 2022 and 2024, we partnered with over **100 organizations and individuals** who believe in the value of open infrastructure and inclusive community-building.

LOOKING AHEAD: GOALS FOR THE FUTURE

Ruby Central moves forward with renewed clarity and an ambitious roadmap anchored by three priorities: sustainability of core infrastructure, deeper regional engagement, and expanded pathways into the Ruby community.

Infrastructure for the Next Decade

Ruby Central will deepen its investment in the growth, security, and resilience of RubyGems and Bundler two of the most widely used open source tools in the Ruby ecosystem. Our priorities are not just technical; they are strategic, designed to scale impact, support developers, and ensure the long-term sustainability of open source infrastructure.

Fiscal Sponsorship & Regional Grants

Ruby Central will open fiscal-sponsorship services for mission-aligned Ruby projects and introduce a micro-grant program that strengthens local user groups and workshops outside North America. Pilot awards will focus on Latin America, Africa, and Southeast Asia, with an initial pool of \$50,000.

RubyConf as Flagship

As we pass the RailsConf baton, RubyConf becomes our singular global conference. We will feature an expanded Community Day, curated tracks led by Ruby core teams, and a reimaged hybrid model to ensure worldwide access.

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Talent Pipelines

The Scholars & Guides Program will double its cohort size, integrate mini-projects into the main schedule, and roll out asynchronous mentorship for alumni. We will also formalize a corporate “Guide Sponsorship” tier to offset travel costs for both scholars and mentors.

Security & Reliability

New funding will underwrite real-time malicious-gem scanning, Bundle Audit integration, and completion of our infrastructure-as-code migration laying the groundwork for transparent, reproducible deployments.

The coming year is about scaling responsibly retaining our community’s warmth while securing the technical and financial bedrock that Ruby deserves. We invite every company, contributor, and enthusiast to join us in writing this next chapter.



ACKNOWLEDGEMENTS

Ruby thrives because thousands of individuals and organizations believe in open collaboration and invest time, talent, and resources to keep it moving forward.

Corporate Sponsors and Donors

Our heartfelt thanks to Shopify, Chime, Cisco, Revela, Gusto, Sidekiq, Fastly, Cedarcode, Weedmaps, Scout APM, Retool, and more than 80 additional companies that sponsored RailsConf, RubyConf, or our open-source initiatives between 2022 and 2024. Your continued support underwrites infrastructure, scholarships, and community programs year-round.

Individual Members

To every developer who became a paying member whether during our earliest Ruby Together days or through the new Ruby Central membership tiers thank you. Your monthly contributions are a vote of confidence in sustainable open source.

Ruby Central Staff

A special note of gratitude to our small but mighty staff team, whose year-round dedication keeps the organization running. From coordinating multi-city conferences and managing budgets to triaging RubyGems tickets at 3 a.m., your quiet professionalism is the engine behind every success detailed in this report.

Volunteers, Speakers, and Guides

RailsConf and RubyConf remain special because volunteers greet attendees at registration, speakers share their craft onstage, and Guides mentor emerging Rubyists. Your generosity of spirit defines the culture of this community.

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Open-Source Contributors

From a single-line documentation fix to major refactors in Bundler and RubyGems, each contribution strengthens the Ruby ecosystem. We see you, we appreciate you, and we will keep working to make contribution paths easier and more rewarding.

Partner Organizations

Thank you to **WNB.rb**, **Sidekiq**, **Test Double**, **White Coat Captioning**, **Confreaks**, and dozens of regional Ruby groups whose collaborations make our events more inclusive, accessible, and fun.

Finally, to everyone who downloaded a gem, submitted a bug report, or welcomed a newcomer in the hallway track, Ruby Central's progress is your progress.

We look forward to building the future of Ruby together.

NEXT STEPS

Your sponsorship isn't just visibility – it's impact.

Be part of the community that sustains Ruby today and builds its future for 2029 and beyond.

Interested in partnering? Contact Us:



**Ruby Central
Fundraising &
Development**

Email: sponsors@rubycentral

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