MINUTES OF REGULAR MEETING OF
THE BOARD OF DIRECTORS OF
RUST FOUNDATION
(a Delaware non-profit corporation)

Date: October 14, 2025
Time: 21:00 UTC
Place: By online videoconference

Directors present:
Eli Gild
Peixin Hou
Jack Huey
Ryan Levick
Seth Markle
Niko Matsakis
Carol Nichols
Rohan Patil
Alexandru Radovici
Jay White – representing Microsoft, alternate for Nell Shamrell-Harrington
David Wood

Apologies:
Nell Shamrell-Harrington

Others present:
Rebecca Rumbul (Executive Director)
Abi Broom (Director of Operations)
Gracie Gregory (Director of Communications and Marketing)
Lori Lorusso (Director of Outreach)
Joel Marcey (Director of Technology)

A quorum was present.

1. Opening Remarks

Mr. Levick opened the meeting with opening remarks and a check for a quorum. He welcomed
the quorum to the August 2025 Board meeting and handed the lead and logistics to Ms. Rumbul,
who welcomed the four new members of the Board following the recent Project Director
elections and change of company representative at Meta.

2. Approval of Minutes

A resolution was put forth to approve the minutes of the previous meeting, was briefly discussed,
and approved by unanimous consent of the members of the Board present.

WHEREAS, the Board of Directors of the Foundation has reviewed the draft minutes of its regular meeting held on August 12th 2025, which were circulated to the Board (the "August 12th Minutes").

NOW, THEREFORE, BE IT RESOLVED, that the August 12th Minutes are hereby approved.

3. Executive Director & Management Team update

Management

Ms. Rumbul gave the update, drawing the Board's attention to the successful delivery of RustConf 2025 and the recent publication of a Joint Statement on Sustainable Stewardship to highlight sustainability issues in supporting package repositories. A proposal had been submitted to Alpha-Omega for continued funding of the Security Initiative in 2026, with a decision expected before the end of the year. Foundation staff would be together in Edinburgh, Scotland the following week to focus on 2026 planning and creating the 2026-28 strategy.

Following the discussion at the August meeting on funding maintainers in the light of job losses in the sector, Ms. Rumbul asked the board for approval in principle to develop a maintainer support fund, which was granted. Further details on how this fund will operate will be provided following consultation with the Leadership Council. Ms. Rumbul will begin fundraising for this fund immediately.

Technology/Infrastructure

Mr. Marcey gave the update. Foundation engineers had helped prevent two phishing and one malware attack on crates.io, and efforts were underway to improve monitoring and alerting for earlier detection of similar threats. Trusted Publishing had been fully implemented through GitHub, and work had begun to extend it to GitLab. Work had continued on Rust-C++ interoperability, including technical papers for the upcoming WG21 meeting and an ongoing problem space mapping and gap analysis to guide future roadmap planning. The specification team had advanced projects to maintain the FLS and expand the Rust language Reference.

With Alpha-Omega funding and support from Dirkjan Ochtman as a contractor, development had started on a way to surface vulnerabilities on crates.io, scheduled for completion by early 2026. Under the Sovereign Tech Fund milestones, critical Rust assets had been backed up daily to an independent cloud service with isolated credentials, and CDN traffic alerts had been established with defined incident procedures – a Q3 report on these achievements, along with a request for disbursement of the associated funding, had been submitted.

The technology team had also begun developing a three-year strategy to align engineering priorities with Rust Project goals, to be discussed at the upcoming staff offsite. Recruitment was in progress for an Infrastructure Engineer to replace Jan David Nose and Mr. Marcey put on record his appreciation for everything JD had accomplished during his time with the Foundation.

Finance

Ms. Broom gave the update, noting an operating surplus in September of $85k, and presenting a P&L report for RustConf 2025. There was a discussion around the financial KPIs that are most meaningful for the Board in terms of judging the Foundation's success, to inform the production of financial reporting for future meetings.

Outreach

Ms. Lorusso gave an outline of the work she had done since joining the Foundation in August to familiarize herself with Rust and its community. Opportunities identified for the Foundation included bringing end users and the Rust Project together, and aligning the Foundation's funding and communications more closely with project goals. These would be further developed as part of the Foundation's strategic planning.

Marketing & Communications

Ms. Gregory gave a recap of recent and upcoming communications output. She noted that the Foundation team was pleased with the final results of RustConf, both in terms of financial outturn in what had been challenging conditions, and in terms of the success of the event as measured by feedback from attendees and sponsors. A fuller report would follow for the November meeting.

4. Q4 Goals

Ms. Rumbul outlined the following goals for Q4 of 2025:
- Complete 2026-2028 strategy for board approval
- Finalise 2026 budget for board approval
- Recruitment to replace Infrastructure Engineer
- Conduct all staff annual performance reviews
- Deliver Rust Global: Tokyo
- Meet infra milestones set for Q4 Sovereign Tech Fund funding
- Deliver crates.io vulnerability surfacing and Capslock initial implementations
- Deploy publicly accessible TUF MVP prototype
- Progress on H2 2025 Interop Project Goal
- More Cloud Compute dev desktops up and running
- Attendance / Speeches at EuroRust, OSS Summit Japan / RustGlobal Tokyo
- Delivery of Rust Training Listening Session

5. Project Director Update

Mr. Levick gave the update:
- [Rust 1.90](#) had been released.
- The Leadership Council's 6-monthly election process had been completed.

- The ongoing discussion on how to fund project goals continued, with the Project currently considering whether funded reviewer capacity should be a prerequisite for accepting a goal.
- A survey of contributor funding status was upcoming, to gather more information on how people are currently being paid (if at all) to work on Rust.
- Discussions were in progress on renaming Rust's `master` branch to `main`.

6. Sub-Committee Updates

The **People Committee** would soon be convening to start the process of the annual Executive Director evaluation.

7. Treasurer & Secretary Vacancies

Ms. Rumbul noted that with the departures of Scott McMurray and Eric Garcia from the board, both the Treasurer and Secretary officer roles were currently vacant, and asked board members to consider putting themselves forward for these positions and to let her know.

8. Associate Member Decision

The Board considered an application for Associate Membership from Trafficking Free Tomorrow, which was approved.

9. AOB

Mr. Radovici raised a proposal for a Rust in Industry interest group or consortium to support collaborative efforts among companies and their suppliers interested in leveraging Rust for industrial applications, similar to the Safety-Critical Rust Consortium. He asked the Board whether it would be prepared to host this group at the Rust Foundation, and received a positive response.

10. Adjournment

There being no further business to come before the Board at this time, the meeting adjourned at approximately 22:57 UTC.