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## Management Report (with Dashboard)

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OWASP Foundation, Inc.

November 2025

## Basis of Preparation

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This report is prepared solely for the confidential use of OWASP Foundation, Inc.. In the preparation of this report, The Charity CFO, LLC has relied upon the unaudited financial and non-financial information provided to them. The Charity CFO, LLC neither owes nor accepts any duty to any other party and shall not be liable for any loss, damage or expense of whatsoever nature which is caused by their reliance on the report or the analysis contained herein.

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# Executive Summary

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## Statement of Financial Position

This statement is often referred to as the *Balance Sheet*, and it is designed to represent an organization's total assets available to meet its obligations (liabilities) as of a specific point in time. The difference between total assets and total liabilities is referred to as *Net Assets*, or *Equity*.

- During the month of November 2025, cash decreased by (\$203,676), leaving an ending cash balance of \$1,754,875.
- The cash variance is due to expenses exceeding revenue for the month.
- As of November 2025, the Organization has 4.68 months of cash on hand.
- Accounts receivable is \$162,101 as of November 2025. The balance primarily consists of receivables due from Conference attendees and sponsors.
- Other current assets were a total of \$612,381 and are made up of funds due from PayPal, Stripe, 3 Chase CD's, and Eventbrite.
- Other assets were a total of \$1,583 as of November 2025. The balance is made up of payments Due from Employees.
- Accounts payable is \$204,157 as of November 2025 and is primarily made up of monies owed for conference venues, reimbursements and vendors subsequently paid in the following month.
- Other current liabilities balance is \$154,212 as of November 2025. This balance is primarily composed of VAT tax liabilities owed to the EU entities.

## Statement of Activities

This statement is often referred to as the *Income Statement* or *Profit and Loss*, and it is designed to represent an organization's accrual-basis revenue and expenses over the course of a specified period. The difference between total revenue and total expenses is referred to as *Net Income*, or *Earnings*.

- Total operating revenue for the month of November 2025 is \$184,310, compared with \$471,976 in October 2025. The operating revenue variance is primarily due to the decrease in overall conference income, specifically registration income.
- Year-to-date operating revenue is \$4,247,770, compared with the year-to-date budget of \$4,292,006 and annual budget of \$4,414,478. During the same period in the prior year, year-to-date operating revenue was \$4,197,263.
- Total operating expenses for the month of November 2025 are \$386,580, compared with \$514,740 in October 2025. The operating expense variance is primarily due to the decrease in conference venue expenses.
- Year-to-date operating expenses are \$4,264,006, compared with the year-to-date budget of \$4,329,886 and annual budget of \$4,498,773. During the same period in the prior year, year-to-date operating expenses were \$3,415,604.
- After accounting for non-operating activity, the Organization recognized a net loss of (\$201,965) for the month of November 2025 and a year-to-date net loss of (\$11,324).

# Statement of Financial Position

STATEMENT OF FINANCIAL POSITION (\$)	Nov 2025	Oct 2025
<strong>ASSETS</strong>		
<strong>Cash &amp; Equivalents</strong>		
Bill.com Money Out Clearing	0	0
Chase Checking-5767	753,022	965,663
Chase Savings-1751	768,253	768,241
Citizens Checking 4011	15,587	7,091
Chase Checking-9635	2,986	2,986
Undeposited Funds	7,500	7,500
Citizens Money Market -2008	207,527	207,070
<strong>Total Cash &amp; Equivalents</strong>	<strong>1,754,875</strong>	<strong>1,958,551</strong>
<strong>Accounts Receivable</strong>		
Accounts Receivable	139,541	233,332
Accounts Receivable (A/R) - EUR	17,128	21,222
Accounts Receivable (A/R) - SGD	432	432
Accounts Receivable (A/R) - GBP	5,000	5,000
<strong>Total Accounts Receivable</strong>	<strong>162,101</strong>	<strong>259,986</strong>
<strong>Other Current Assets</strong>		
Due from Eventbrite	22,473	22,077
Stripe Clearing	2,513	23,014
PayPal - USD	43,288	16,863
2 month CD Acct #1170	174,351	174,351
PayPal - EUR	22,275	27,216
3 month CD Acct #3862	173,741	173,741
3 month CD Acct #3863	173,741	173,741
<strong>Total Other Current Assets</strong>	<strong>612,381</strong>	<strong>611,002</strong>
<strong>Total Current Assets</strong>	<strong>2,529,356</strong>	<strong>2,829,539</strong>
<strong>Investments or Other Non-Current Assets</strong>		
Prepaid Expense	256,959	245,632
Due from Employee	1,583	1,583
<strong>Total Investments or Other Non-Current Assets</strong>	<strong>258,542</strong>	<strong>247,214</strong>
<strong>Total Non-Current Assets</strong>	<strong>258,542</strong>	<strong>247,214</strong>
<strong>Total Assets</strong>	<strong>2,787,898</strong>	<strong>3,076,753</strong>
<strong>LIABILITIES</strong>		
<strong>Accounts Payable</strong>		
Accounts Payable	176,094	255,836
Accounts Payable (A/P) - EUR	22,915	17,569
Accounts Payable (A/P) - SGD	400	800
Accounts Payable (A/P) - INR	4,747	5,211
Accounts Payable (A/P) - ILS	0	11,063
<strong>Total Accounts Payable</strong>	<strong>204,157</strong>	<strong>290,479</strong>
<strong>Other Current Liabilities</strong>		
Credit Card	7,543	11,990
Deferred Revenue	430	0
EU Tax Liability	128,973	128,973
US Tax Liability	17,266	13,816
<strong>Total Other Current Liabilities</strong>	<strong>154,212</strong>	<strong>154,778</strong>
<strong>Total Current Liabilities</strong>	<strong>358,368</strong>	<strong>445,257</strong>

	Nov 2025	Oct 2025
<b>Total Non-Current Liabilities</b>	0	0
<b>Total Liabilities</b>	<b>358,368</b>	<b>445,257</b>
<b>NET ASSETS</b>		
<b>Retained Net Assets</b>		
Retained Earnings	2,440,854	2,440,854
<b>Current Net Assets</b>		
Net Income	(11,324)	190,641
<b>Total Net Assets</b>	<b>2,429,530</b>	<b>2,631,495</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>2,787,898</b>	<b>3,076,753</b>

# Statement of Activities

STATEMENT OF ACTIVITIES (\$)	Nov 2025	Oct 2025	2025 (YTD)	YTD last year
<b>Income</b>				
<b>Conference Income</b>				
Registrations	75,883	223,259	920,351	919,082
Sponsorships	9,760	103,749	1,990,044	2,102,021
Training	16,769	76,883	473,939	210,656
<b>Total Conference Income</b>	<b>102,411</b>	<b>403,892</b>	<b>3,384,333</b>	<b>3,231,759</b>
<b>Donations</b>				
General Donations	3,067	395	38,766	24,364
Corporate Supporters	32,000	20,639	289,868	451,516
Local Chapter	0	0	1,657	0
Project Income	455	0	455	1,438
Projects Donations	17,500	8,868	252,624	205,969
<b>Total Donations</b>	<b>53,023</b>	<b>29,902</b>	<b>583,371</b>	<b>683,287</b>
<b>Membership Income</b>				
Individual	20,176	20,104	216,918	274,665
Miscellaneous Income	0	0	36,265	52
Uncategorized Income	8,700	18,078	26,778	0
Fundraising	0	0	105	0
Grants	0	0	0	7,500
<b>Total Income</b>	<b>184,310</b>	<b>471,976</b>	<b>4,247,770</b>	<b>4,197,263</b>
<b>Expenses</b>				
<b>Community Outreach</b>				
Outreach	0	1,098	1,912	21,423
Shipping & Postage	0	66	6,370	2,365
Printing	0	0	0	478
Swag	4,465	1,924	29,124	20,499
Community Outreach Travel	0	48	1,946	22,657
<b>Total Community Outreach</b>	<b>4,465</b>	<b>3,136</b>	<b>39,353</b>	<b>67,422</b>
<b>Conference Expenses</b>				
Audio & Video	69,417	87,163	371,419	212,986
Copying & Printing	910	2,176	6,846	2,338
Fees - Registration	1,027	7,695	23,679	34,129
Food & Beverages	0	49,825	719,523	756,357
Graphic Design	102	1,035	12,025	4,926
Lead Scanners, Lanyards, & Badges	7,560	1,910	25,175	42,483
Marketing	0	2,010	11,126	12,896
Miscellaneous	88	3,422	20,705	7,298
Office Supplies & Equipment	0	707	3,601	3,203
Photography	1,750	0	4,592	1,641
Postage & Shipping	177	61	464	760
Signage	110	1,655	12,247	4,931
Software	0	0	0	25
Speakers Gifts	0	3,000	8,983	5,497
Swag	79	12,517	22,957	25,559
Tax Compliance	0	0	9,072	4,577
Training	94,899	7,183	246,757	244,774
Conference Travel	10,332	2,801	130,452	125,283
Venue	10,623	164,335	471,120	207,509
Speakers	0	0	1,425	6,757
Conference Expenses	410	5,246	126,137	51,235
<b>Total Conference Expenses</b>	<b>197,485</b>	<b>352,742</b>	<b>2,228,306</b>	<b>1,755,163</b>
<b>General &amp; Admin - Operations</b>				
Awards and Member Benefits	0	29	1,353	300
Bank & Credit Card Fees	2,157	2,921	28,953	11,698
Employee Recognition	0	0	568	1,092
Contractor Expenses	0	0	2,299	788

	Nov 2025	Oct 2025	2025 (YTD)	YTD last year
Contractor Expenses	0	0	424	0
Marketing, Communications, and Advertisi...	0	0	908	11,950
Merchant Fees	4,030	9,661	53,013	17,458
Miscellaneous Expenses	0	(437)	(277)	1,792
Office Supplies & Equipment	147	0	687	4,005
OWASP Insurance	0	0	34,042	13,135
Phone Expenses	88	88	1,236	0
Professional Development	1,750	0	2,378	1,750
Relocation Expenses	0	0	12,818	33,292
Shipping & Postage	17	11	1,512	1,313
Software, Internet, Dues, & Subscriptions	12,183	17,599	186,776	117,453
Tax Compliance - US	0	0	1,013	1,104
Tax Compliance - EU	400	0	8,364	17,013
Travel	0	0	32,748	38,701
<b>Total General &amp; Admin - Operations</b>	<b>20,771</b>	<b>29,872</b>	<b>368,816</b>	<b>272,843</b>
<b>Local Chapter Expenses</b>				
Food & Beverages	0	0	0	467
Meeting Expenses	2,638	6,692	83,382	50,121
Meetup	3,368	0	16,253	35,140
Other Chapter Expenses	0	97	55	0
Local Chapter Travel	0	0	0	68
Your Membership	0	0	0	1,052
Insurance	0	0	6,252	4,157
<b>Total Local Chapter Expenses</b>	<b>6,006</b>	<b>6,789</b>	<b>105,941</b>	<b>91,005</b>
<b>Personnel &amp; Payroll</b>				
Benefits	7,679	5,167	83,197	112,863
Gross Wages	69,330	75,112	862,433	581,905
Payroll Processing Fee	978	988	9,974	8,954
Payroll Taxes	4,995	7,362	90,673	50,273
PEO Admin & HR fees	906	331	12,368	64,378
Tech Allowance	260	124	1,492	0
Workers Comp	6,676	6,892	48,140	3,852
<b>Total Personnel &amp; Payroll</b>	<b>90,824</b>	<b>95,976</b>	<b>1,108,276</b>	<b>822,224</b>
<b>Professional Fees</b>				
Accounting - EU	0	153	16,505	202
Accounting - US	7,550	6,650	99,190	102,225
Legal	4,367	7,511	41,304	31,359
<b>Total Professional Fees</b>	<b>11,917</b>	<b>14,315</b>	<b>156,999</b>	<b>133,786</b>
<b>Project Expenses</b>				
Office Supplies & Equipment	0	0	0	215
Shipping Cost	0	0	1,102	0
Other Expenses	3,782	470	11,264	5,973
Services (UI/UX, Graphics, Translations & M...	2,010	7,276	57,732	77,348
Swag	0	836	12,246	1,970
Summits	38,344	0	39,980	112,909
Technology	49	216	17,510	63,464
Grants Writing	0	0	0	8,000
Travel	3,887	1,613	26,939	15,240
Project Expenses	7,040	1,500	89,542	(11,958)
<b>Total Project Expenses</b>	<b>55,112</b>	<b>11,911</b>	<b>256,316</b>	<b>273,160</b>
<b>Total Expenses</b>	<b>386,580</b>	<b>514,740</b>	<b>4,264,006</b>	<b>3,415,604</b>
<b>Operating Surplus/Deficit</b>	<b>(202,270)</b>	<b>(42,764)</b>	<b>(16,236)</b>	<b>781,659</b>
<b>Other Expenses</b>				
One time write offs - Bad Debt Expense	0	0	10,621	(2,296)
<b>Earnings Before Interest &amp; Tax</b>	<b>(202,270)</b>	<b>(42,764)</b>	<b>(26,857)</b>	<b>783,955</b>
<b>Interest Income</b>				
Interest Income	469	490	20,025	244
<b>Earnings Before Tax</b>	<b>(201,801)</b>	<b>(42,274)</b>	<b>(6,832)</b>	<b>784,199</b>

	Nov 2025	Oct 2025	2025 (YTD)	YTD last year
<b>Adjustments</b>				
Exchange Rate Gain/Loss	164	647	4,492	193
<b>Change in Net Assets</b>	<b>(201,965)</b>	<b>(42,921)</b>	<b>(11,324)</b>	<b>784,007</b>
Retained Income	(201,965)	(42,921)	(11,324)	784,007

# Budget Summary

STATEMENT OF ACTIVITIES (\$)	2025 (YTD)	Budget (YTD)	This year vs budget (\$ YTD)	This year vs budget (% YTD)	Budget (full FY)
<strong>Income</strong>					
<strong>Conference Income</strong>					
Registrations	920,351	913,750	6,601	0.72%	913,750
Sponsorships	1,990,044	1,738,455	251,589	14.47%	1,771,745
Training	473,939	543,800	(69,861)	-12.85%	543,800
<strong>Total Conference Income</strong>	<strong>3,384,333</strong>	<strong>3,196,005</strong>	<strong>188,328</strong>	<strong>5.89%</strong>	<strong>3,229,295</strong>
<strong>Donations</strong>					
General Donations	38,766	24,508	14,258	58.17%	26,737
Corporate Supporters	289,868	550,000	(260,132)	-47.30%	600,000
Local Chapter	1,657	0	1,657	-	0
Project Income	455	0	455	-	0
Projects Donations	252,624	225,000	27,624	12.28%	235,000
<strong>Total Donations</strong>	<strong>583,371</strong>	<strong>799,508</strong>	<strong>(216,138)</strong>	<strong>-27.03%</strong>	<strong>861,737</strong>
<strong>Membership Income</strong>					
Individual	216,918	296,493	(79,575)	-26.84%	323,447
Miscellaneous Income	36,265	0	36,265	-	0
Uncategorized Income	26,778	0	26,778	-	0
Fundraising	105	0	105	-	0
<strong>Total Income</strong>	<strong>4,247,770</strong>	<strong>4,292,006</strong>	<strong>(44,236)</strong>	<strong>-1.03%</strong>	<strong>4,414,478</strong>
<strong>Expenses</strong>					
<strong>Community Outreach</strong>					
Outreach	1,912	82,500	(80,588)	-97.68%	90,000
Shipping & Postage	6,370	3,667	2,704	73.74%	4,000
Swag	29,124	27,500	1,624	5.90%	30,000
Community Outreach Travel	1,946	27,500	(25,554)	-92.92%	30,000
<strong>Total Community Outreach</strong>	<strong>39,353</strong>	<strong>141,167</strong>	<strong>(101,814)</strong>	<strong>-72.12%</strong>	<strong>154,000</strong>
<strong>Conference Expenses</strong>					
Audio & Video	371,419	421,895	(50,476)	-11.96%	421,895
Copying & Printing	6,846	6,850	(4)	-0.05%	6,850
Fees - Registration	23,679	9,751	13,928	142.84%	9,751
Food & Beverages	719,523	877,500	(157,977)	-18.00%	877,500
Graphic Design	12,025	4,200	7,825	186.31%	4,200
Lead Scanners, Lanyards, & Badges	25,175	46,702	(21,527)	-46.09%	46,702
Marketing	11,126	15,546	(4,420)	-28.43%	15,546
Miscellaneous	20,705	18,125	2,580	14.24%	18,125
Office Supplies & Equipment	3,601	4,600	(999)	-21.71%	4,600
Photography	4,592	5,800	(1,208)	-20.83%	5,800
Postage & Shipping	464	1,500	(1,036)	-69.09%	1,500
Signage	12,247	0	12,247	-	0
Software	0	350	(350)	-100.00%	350
Speakers Gifts	8,983	3,750	5,233	139.56%	3,750
Swag	22,957	61,776	(38,819)	-62.84%	61,776
Tax Compliance	9,072	2,000	7,072	353.60%	2,000
Training	246,757	238,100	8,657	3.64%	238,100
Conference Travel	130,452	154,880	(24,428)	-15.77%	154,880
Venue	471,120	373,918	97,202	26.00%	373,918
Speakers	1,425	12,171	(10,746)	-88.29%	12,171
Conference Expenses	126,137	54,677	71,460	130.69%	54,677
<strong>Total Conference Expenses</strong>	<strong>2,228,306</strong>	<strong>2,314,091</strong>	<strong>(85,785)</strong>	<strong>-3.71%</strong>	<strong>2,314,091</strong>
<strong>General &amp; Admin - Operations</strong>					
Awards and Member Benefits	1,353	2,292	(938)	-40.94%	2,500
Bank & Credit Card Fees	28,953	12,177	16,776	137.77%	13,284
Employee Recognition	568	2,750	(2,182)	-79.34%	3,000
Contractor Expenses	2,299	0	2,299	-	0
Contractor Expenses	424	0	424	-	0

	2025 (YTD)	Budget (YTD)	This year vs budget (\$ YTD)	This year vs budget (% YTD)	Budget (full FY)
Marketing, Communications, and Advertising	908	9,167	(8,259)	-90.10%	10,000
Merchant Fees	53,013	19,164	33,849	176.63%	20,906
Miscellaneous Expenses	(277)	1,375	(1,652)	-120.11%	1,500
Office Supplies & Equipment	687	4,583	(3,896)	-85.00%	5,000
OWASP Insurance	34,042	15,171	18,870	124.38%	16,551
Phone Expenses	1,236	917	319	34.80%	1,000
Professional Development	2,378	5,500	(3,122)	-56.76%	6,000
Relocation Expenses	12,818	0	12,818	-	0
Shipping & Postage	1,512	1,100	412	37.46%	1,200
Software, Internet, Dues, & Subscriptions	186,776	252,277	(65,501)	-25.96%	275,212
Tax Compliance - US	1,013	0	1,013	-	0
Tax Compliance - EU	8,364	0	8,364	-	0
Travel	32,748	44,409	(11,661)	-26.26%	48,446
<b>Total General &amp; Admin - Operations</b>	<b>368,816</b>	<b>370,882</b>	<b>(2,066)</b>	<b>-0.56%</b>	<b>404,599</b>
<b>Local Chapter Expenses</b>					
Meeting Expenses	83,382	49,600	33,781	68.11%	54,109
Meetup	16,253	36,880	(20,626)	-55.93%	40,232
Other Chapter Expenses	55	0	55	-	0
Local Chapter Travel	0	917	(917)	-100.00%	1,000
Insurance	6,252	9,035	(2,783)	-30.81%	9,035
<b>Total Local Chapter Expenses</b>	<b>105,941</b>	<b>96,431</b>	<b>9,510</b>	<b>9.86%</b>	<b>104,377</b>
<b>Personnel &amp; Payroll</b>					
Benefits	83,197	132,359	(49,163)	-37.14%	144,392
Gross Wages	862,433	764,397	98,036	12.83%	833,888
Payroll Processing Fee	9,974	16,258	(6,284)	-38.65%	17,736
Payroll Taxes	90,673	48,022	42,651	88.82%	52,387
PEO Admin & HR fees	12,368	71,873	(59,505)	-82.79%	78,407
Tech Allowance	1,492	0	1,492	-	0
Workers Comp	48,140	3,969	44,171	1,113.00%	4,329
<b>Total Personnel &amp; Payroll</b>	<b>1,108,276</b>	<b>1,036,878</b>	<b>71,398</b>	<b>6.89%</b>	<b>1,131,140</b>
<b>Professional Fees</b>					
Accounting - EU	16,505	0	16,505	-	0
Accounting - US	99,190	99,000	190	0.19%	106,000
Legal	41,304	36,087	5,218	14.46%	39,367
<b>Total Professional Fees</b>	<b>156,999</b>	<b>135,087</b>	<b>21,912</b>	<b>16.22%</b>	<b>145,367</b>
<b>Project Expenses</b>					
Office Supplies & Equipment	0	1,100	(1,100)	-100.00%	1,200
Shipping Cost	1,102	0	1,102	-	0
Other Expenses	11,264	4,583	6,681	145.77%	5,000
Services (UI/UX, Graphics, Translations & M...	57,732	68,750	(11,018)	-16.03%	75,000
Swag	12,246	13,000	(754)	-5.80%	14,000
Summits	39,980	125,000	(85,020)	-68.02%	125,000
Technology	17,510	0	17,510	-	0
Travel	26,939	13,750	13,189	95.92%	15,000
Project Expenses	89,542	9,167	80,376	876.83%	10,000
<b>Total Project Expenses</b>	<b>256,316</b>	<b>235,350</b>	<b>20,966</b>	<b>8.91%</b>	<b>245,200</b>
<b>Total Expenses</b>	<b>4,264,006</b>	<b>4,329,886</b>	<b>(65,880)</b>	<b>-1.52%</b>	<b>4,498,773</b>
<b>Operating Surplus/Deficit</b>	<b>(16,236)</b>	<b>(37,879)</b>	<b>21,644</b>	<b>57.14%</b>	<b>(84,295)</b>
<b>Other Expenses</b>					
One time write offs - Bad Debt Expense	10,621	0	10,621	-	0
<b>Earnings Before Interest &amp; Tax</b>	<b>(26,857)</b>	<b>(37,879)</b>	<b>11,022</b>	<b>29.10%</b>	<b>(84,295)</b>
<b>Interest Income</b>					
Interest Income	20,025	11,000	9,025	82.04%	12,000
<b>Earnings Before Tax</b>	<b>(6,832)</b>	<b>(26,879)</b>	<b>20,047</b>	<b>74.58%</b>	<b>(72,295)</b>
<b>Adjustments</b>					
Exchange Rate Gain/Loss	4,492	0	4,492	-	0
<b>Change in Net Assets</b>	<b>(11,324)</b>	<b>(26,879)</b>	<b>15,555</b>	<b>57.87%</b>	<b>(72,295)</b>
<b>Retained Income</b>	<b>(11,324)</b>	<b>(26,879)</b>	<b>15,555</b>	<b>57.87%</b>	<b>(72,295)</b>

# Dashboard

## INCOME (2025 YTD)

**\$4,247,770**

▼ -1% vs budget



## EXPENSES (2025 YTD)

**\$4,264,006**

▼ -1.5% vs budget



## NET INCOME/(LOSS) (2025 YTD)

**(\$11,324)**

▼ -101.4% from last year (YTD)



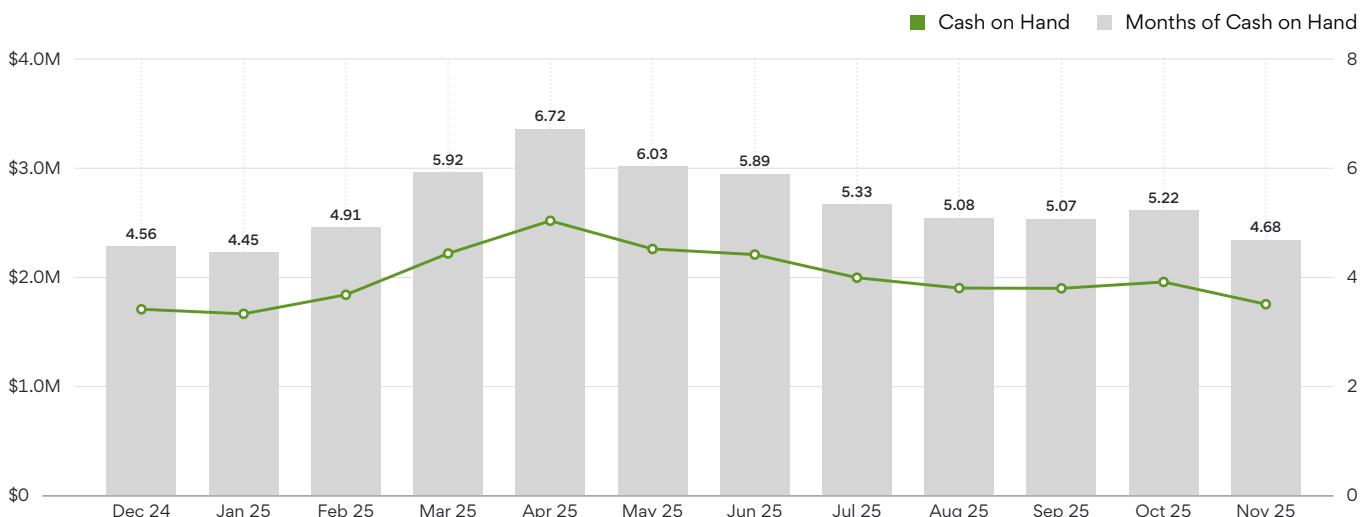
## MONTHS OF CASH ON HAND

**4.68**

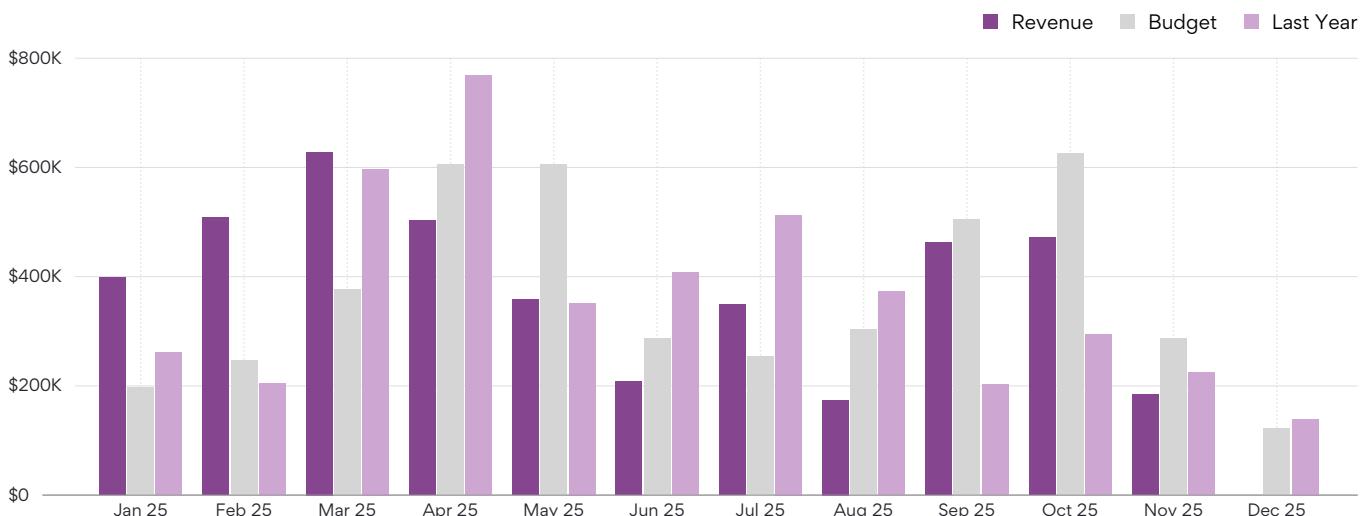


This represents the number of months you can operate without additional cash flow.

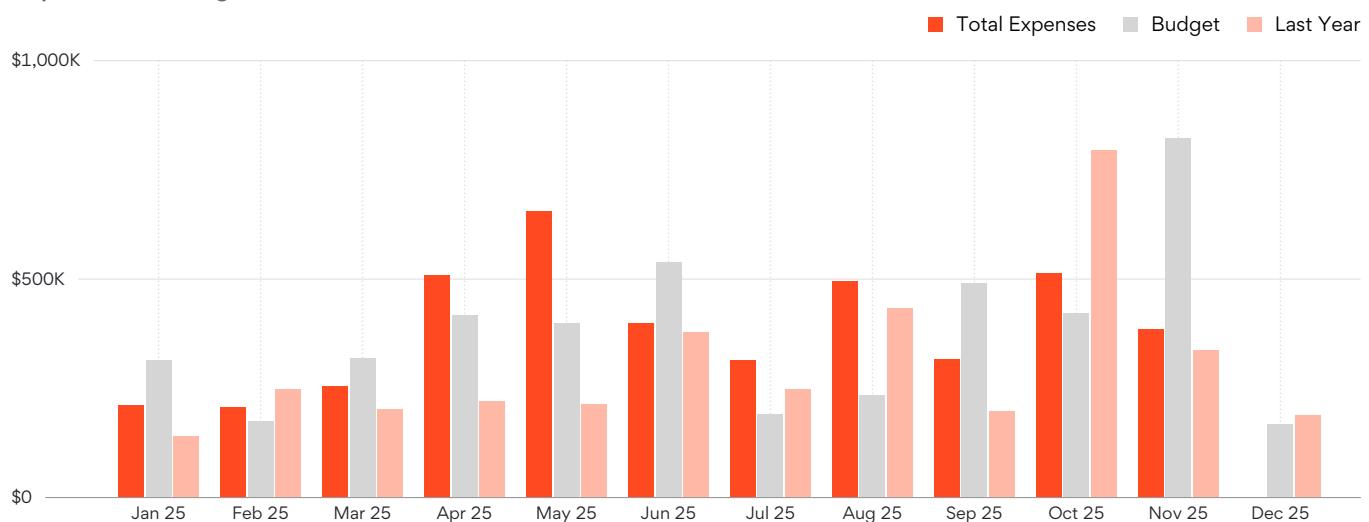
## Cash on Hand



## Revenue vs Budget



## Expenses vs Budget



# Statement of Functional Expenses (Pie Chart)

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Expenses (2025 YTD)

