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## Management Report (with Dashboard)

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OWASP Foundation, Inc.

December 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 December 2025, cash decreased by (\$231,086), leaving an ending cash balance of \$1,523,789.
- The cash variance is primarily due to payments made toward outstanding payables.
- As of December 2025, the Organization has 4.06 months of cash on hand.
- Accounts receivable is \$404,946 as of December 2025. The balance primarily consists of receivables due from conference attendees and sponsors.
- Other current assets were a total of \$615,054 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 December 2025. The balance is made up of payments Due from Employees.
- Accounts payable is \$36,396 as of December 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 \$213,263 as of December 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 December 2025 is \$312,382, compared with \$214,310 in November 2025. The operating revenue variance is primarily due to the increase in project donations received during the month.
- Year-to-date operating revenue is \$4,594,571, compared to the annual budget of \$4,414,478. During the same period in the prior year, year-to-date operating revenue was \$4,336,776.
- Total operating expenses for the month of December 2025 are \$269,144, compared with \$391,922 in November 2025. The operating expense variance is primarily due to the decrease in conference expenses.
- Year-to-date operating expenses are \$4,541,970, compared to the annual budget of \$4,498,773. During the same period in the prior year, year-to-date operating expenses were \$3,604,676.
- After accounting for non-operating activity, the Organization recognized a net gain of \$104,575 for the month of December 2025 and a year-to-date net gain of \$118,849.

# Statement of Financial Position

STATEMENT OF FINANCIAL POSITION (\$)	Dec 2025	Nov 2025
<b>ASSETS</b>		
<b>Cash &amp; Equivalents</b>		
Bill.com Money Out Clearing	(153)	0
Chase Checking-5767	753,606	753,022
Chase Savings-1751	536,516	768,253
Citizens Checking 4011	15,385	15,587
Chase Checking-9635	2,986	2,986
Undeposited Funds	7,500	7,500
Citizens Money Market -2008	207,948	207,527
<b>Total Cash &amp; Equivalents</b>	<b>1,523,789</b>	<b>1,754,875</b>
<b>Accounts Receivable</b>		
Accounts Receivable	369,134	169,541
Accounts Receivable (A/R) - EUR	17,128	17,128
Accounts Receivable (A/R) - SGD	432	432
Accounts Receivable (A/R) - GBP	18,253	5,000
<b>Total Accounts Receivable</b>	<b>404,946</b>	<b>192,101</b>
<b>Other Current Assets</b>		
Due from Eventbrite	22,770	22,473
Stripe Clearing	1,990	2,513
PayPal - USD	64,663	43,288
2 month CD Acct #1170	175,656	174,351
PayPal - EUR	(105)	22,275
3 month CD Acct #3862	175,040	173,741
3 month CD Acct #3863	175,040	173,741
<b>Total Other Current Assets</b>	<b>615,054</b>	<b>612,381</b>
<b>Total Current Assets</b>	<b>2,543,789</b>	<b>2,559,356</b>
<b>Investments or Other Non-Current Assets</b>		
Prepaid Expense	263,990	260,327
Due from Employee	1,583	1,583
<b>Total Investments or Other Non-Current Assets</b>	<b>265,573</b>	<b>261,910</b>
<b>Total Non-Current Assets</b>	<b>265,573</b>	<b>261,910</b>
<b>Total Assets</b>	<b>2,809,362</b>	<b>2,821,266</b>
<b>LIABILITIES</b>		
<b>Accounts Payable</b>		
Accounts Payable	19,248	184,443
Accounts Payable (A/P) - EUR	16,266	25,841
Accounts Payable (A/P) - GBP	22	0
Accounts Payable (A/P) - SGD	403	403
Accounts Payable (A/P) - INR	458	5,532
Accounts Payable (A/P) - JPY	0	126
<b>Total Accounts Payable</b>	<b>36,396</b>	<b>216,344</b>
<b>Other Current Liabilities</b>		
Credit Card	3,083	7,543
Deferred Revenue	68,359	430
EU Tax Liability	128,973	128,973
US Tax Liability	12,848	12,848
<b>Total Other Current Liabilities</b>	<b>213,263</b>	<b>149,794</b>

	Dec 2025	Nov 2025
Total Current Liabilities	249,659	366,138
Total Non-Current Liabilities	0	0
Total Liabilities	249,659	366,138
<b>NET ASSETS</b>		
Retained Net Assets		
Retained Earnings	2,440,854	2,440,854
Current Net Assets		
Net Income	118,849	14,274
Total Net Assets	2,559,703	2,455,128
Total Liabilities & Net Assets	2,809,362	2,821,266

# Statement of Activities

STATEMENT OF ACTIVITIES (\$)	Dec 2025	Nov 2025	2025	YTD last year
<b>Income</b>				
<b>Conference Income</b>				
Registrations	88	75,883	936,619	934,750
Sponsorships	6,623	9,760	1,997,067	2,105,194
Training	(68)	16,769	478,121	210,656
<b>Total Conference Income</b>	<b>6,643</b>	<b>102,411</b>	<b>3,411,806</b>	<b>3,250,600</b>
<b>Donations</b>				
General Donations	1,416	3,067	40,223	25,365
Corporate Supporters	57,000	32,000	346,868	500,516
Local Chapter	1,570	0	3,727	21,300
Project Income	117	455	573	1,438
Projects Donations	209,396	56,200	500,720	235,169
<b>Total Donations</b>	<b>269,499</b>	<b>91,723</b>	<b>892,111</b>	<b>783,788</b>
<b>Membership Income</b>				
Individual	18,241	20,176	236,284	294,830
Miscellaneous Income	0	0	36,265	58
Uncategorized Income	18,000	0	18,000	0
Fundraising	0	0	105	0
Grants	0	0	0	7,500
<b>Total Income</b>	<b>312,382</b>	<b>214,310</b>	<b>4,594,571</b>	<b>4,336,776</b>
<b>Expenses</b>				
<b>Community Outreach</b>				
Outreach	(1,503)	0	409	21,423
Shipping & Postage	0	0	6,884	2,426
Printing	0	0	0	478
Swag	0	4,465	30,517	22,202
Community Outreach Travel	0	0	1,946	22,657
<b>Total Community Outreach</b>	<b>(1,503)</b>	<b>4,465</b>	<b>39,757</b>	<b>69,186</b>
<b>Conference Expenses</b>				
Audio & Video	0	69,417	371,419	216,551
Copying & Printing	0	910	6,846	2,338
Fees - Registration	1,245	1,027	24,924	34,129
Food & Beverages	32,741	0	752,264	759,623
Graphic Design	909	102	12,934	4,926
Lead Scanners, Lanyards, & Badges	0	7,592	25,207	42,483
Marketing	3,428	528	15,082	12,896
Miscellaneous	0	88	20,708	7,298
Office Supplies & Equipment	522	0	4,124	3,203
Photography	0	1,750	4,592	1,641
Postage & Shipping	0	177	464	760
Signage	0	110	12,247	4,931
Software	0	0	0	25
Speakers Gifts	198	0	9,182	5,535
Swag	0	79	22,957	25,559
Tax Compliance	0	0	9,072	4,577
Training	2,974	94,899	249,731	244,774
Conference Travel	6,822	11,196	138,137	125,283
Venue	(5,900)	10,623	465,220	240,996
Speakers	554	0	1,979	6,757
Conference Expenses	21,568	1,143	148,438	51,235
<b>Total Conference Expenses</b>	<b>65,062</b>	<b>199,642</b>	<b>2,295,527</b>	<b>1,795,519</b>
<b>General &amp; Admin - Operations</b>				
Awards and Member Benefits	0	0	1,353	300
Bank & Credit Card Fees	3,255	2,157	32,208	13,778
Employee Recognition	495	0	1,063	1,862
Contractor Expenses	0	0	2,299	1,124

	Dec 2025	Nov 2025	2025	YTD last year
Contractor Expenses	0	0	424	0
Marketing, Communications, and Advertisi...	0	0	908	11,950
Merchant Fees	1,874	4,030	54,887	18,857
Miscellaneous Expenses	210	0	(67)	1,873
Office Supplies & Equipment	0	147	687	4,463
OWASP Insurance	0	0	34,042	13,135
Phone Expenses	175	88	1,411	0
Professional Development	0	1,750	2,378	1,750
Relocation Expenses	0	0	12,818	33,626
Shipping & Postage	80	17	1,592	1,395
Software, Internet, Dues, & Subscriptions	18,799	12,913	206,306	124,537
Tax Compliance - US	0	0	1,013	1,104
Tax Compliance - EU	8,914	1,346	18,442	17,013
Travel	25,676	0	58,423	38,794
<b>Total General &amp; Admin - Operations</b>	<b>59,478</b>	<b>22,448</b>	<b>430,188</b>	<b>285,561</b>
<b>Local Chapter Expenses</b>				
Food & Beverages	0	0	0	467
Meeting Expenses	6,492	3,551	90,787	53,396
Meetup	3,368	0	16,253	38,350
Other Chapter Expenses	0	0	55	0
Local Chapter Travel	0	0	0	68
Your Membership	0	0	0	1,052
Insurance	0	0	6,252	4,157
Local Chapter Expenses	0	0	0	80
<b>Total Local Chapter Expenses</b>	<b>9,860</b>	<b>3,551</b>	<b>113,346</b>	<b>97,570</b>
<b>Personnel &amp; Payroll</b>				
Benefits	6,765	7,679	89,962	121,063
Gross Wages	103,477	69,330	965,910	647,939
Payroll Processing Fee	1,142	978	11,116	9,414
Payroll Taxes	7,348	4,995	98,021	55,637
PEO Admin & HR fees	915	906	13,282	86,776
Tech Allowance	266	260	1,757	0
Workers Comp	6,892	6,676	55,032	4,349
<b>Total Personnel &amp; Payroll</b>	<b>126,806</b>	<b>90,824</b>	<b>1,235,082</b>	<b>925,177</b>
<b>Professional Fees</b>				
Accounting - EU	0	0	16,505	202
Accounting - US	6,650	7,550	105,840	107,975
Legal	1,336	4,367	42,640	32,614
<b>Total Professional Fees</b>	<b>7,986</b>	<b>11,917</b>	<b>164,985</b>	<b>140,791</b>
<b>Project Expenses</b>				
Office Supplies & Equipment	0	0	0	215
Shipping Cost	0	0	1,102	0
Other Expenses	13,244	3,782	24,508	5,973
Services (UI/UX, Graphics, Translations & M...	2,949	3,390	62,061	81,857
Swag	0	0	12,246	1,970
Summits	(21,330)	39,853	20,160	118,196
Technology	47	49	17,556	65,578
Grants Writing	0	0	0	8,000
Travel	6,546	4,962	35,911	18,440
Project Expenses	0	7,040	89,542	(9,358)
<b>Total Project Expenses</b>	<b>1,456</b>	<b>59,075</b>	<b>263,086</b>	<b>290,870</b>
<b>Total Expenses</b>	<b>269,144</b>	<b>391,922</b>	<b>4,541,970</b>	<b>3,604,676</b>
<b>Operating Surplus/Deficit</b>	<b>43,238</b>	<b>(177,612)</b>	<b>52,601</b>	<b>732,100</b>
<b>Other Income</b>				
Other Income	58,052	0	58,052	0
<b>Other Expenses</b>				
One time write offs - Bad Debt Expense	0	0	10,621	5,704
<b>Earnings Before Interest &amp; Tax</b>	<b>101,290</b>	<b>(177,612)</b>	<b>100,031</b>	<b>726,396</b>



	Dec 2025	Nov 2025	2025	YTD last year
<b>Interest Income</b>				
Interest Income	4,336	469	24,360	9,730
<b>Earnings Before Tax</b>	<b>105,626</b>	<b>(177,143)</b>	<b>124,392</b>	<b>736,126</b>
<b>Adjustments</b>				
Exchange Rate Gain/Loss	1,051	164	5,542	208
<b>Change in Net Assets</b>	<b>104,575</b>	<b>(177,307)</b>	<b>118,849</b>	<b>735,918</b>
<b>Retained Income</b>	<b>104,575</b>	<b>(177,307)</b>	<b>118,849</b>	<b>735,918</b>

# Budget Summary

STATEMENT OF ACTIVITIES (\$)	2025	Budget (YTD)	This year vs budget (\$ YTD)	This year vs budget (% YTD)	Budget (full FY)
<b>Income</b>					
<b>Conference Income</b>					
Registrations	936,619	913,750	22,869	2.50%	913,750
Sponsorships	1,997,067	1,771,745	225,322	12.72%	1,771,745
Training	478,121	543,800	(65,679)	-12.08%	543,800
<b>Total Conference Income</b>	<b>3,411,806</b>	<b>3,229,295</b>	<b>182,511</b>	<b>5.65%</b>	<b>3,229,295</b>
<b>Donations</b>					
General Donations	40,223	26,737	13,487	50.44%	26,737
Corporate Supporters	346,868	600,000	(253,132)	-42.19%	600,000
Local Chapter	3,727	0	3,727	-	0
Project Income	573	0	573	-	0
Projects Donations	500,720	235,000	265,720	113.07%	235,000
<b>Total Donations</b>	<b>892,111</b>	<b>861,737</b>	<b>30,374</b>	<b>3.52%</b>	<b>861,737</b>
<b>Membership Income</b>					
Individual	236,284	323,447	(87,163)	-26.95%	323,447
Miscellaneous Income	36,265	0	36,265	-	0
Uncategorized Income	18,000	0	18,000	-	0
Fundraising	105	0	105	-	0
<b>Total Income</b>	<b>4,594,571</b>	<b>4,414,478</b>	<b>180,092</b>	<b>4.08%</b>	<b>4,414,478</b>
<b>Expenses</b>					
<b>Community Outreach</b>					
Outreach	409	90,000	(89,591)	-99.55%	90,000
Shipping & Postage	6,884	4,000	2,884	72.10%	4,000
Swag	30,517	30,000	517	1.72%	30,000
Community Outreach Travel	1,946	30,000	(28,054)	-93.51%	30,000
<b>Total Community Outreach</b>	<b>39,757</b>	<b>154,000</b>	<b>(114,243)</b>	<b>-74.18%</b>	<b>154,000</b>
<b>Conference Expenses</b>					
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	24,924	9,751	15,173	155.61%	9,751
Food & Beverages	752,264	877,500	(125,236)	-14.27%	877,500
Graphic Design	12,934	4,200	8,734	207.96%	4,200
Lead Scanners, Lanyards, & Badges	25,207	46,702	(21,495)	-46.03%	46,702
Marketing	15,082	15,546	(464)	-2.99%	15,546
Miscellaneous	20,708	18,125	2,583	14.25%	18,125
Office Supplies & Equipment	4,124	4,600	(476)	-10.36%	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	9,182	3,750	5,432	144.85%	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	249,731	238,100	11,631	4.88%	238,100
Conference Travel	138,137	154,880	(16,743)	-10.81%	154,880
Venue	465,220	373,918	91,302	24.42%	373,918
Speakers	1,979	12,171	(10,192)	-83.74%	12,171
Conference Expenses	148,438	54,677	93,761	171.48%	54,677
<b>Total Conference Expenses</b>	<b>2,295,527</b>	<b>2,314,091</b>	<b>(18,564)</b>	<b>-0.80%</b>	<b>2,314,091</b>
<b>General &amp; Admin - Operations</b>					
Awards and Member Benefits	1,353	2,500	(1,147)	-45.86%	2,500
Bank & Credit Card Fees	32,208	13,284	18,924	142.45%	13,284
Employee Recognition	1,063	3,000	(1,937)	-64.58%	3,000
Contractor Expenses	2,299	0	2,299	-	0
Contractor Expenses	424	0	424	-	0

	2025	Budget (YTD)	This year vs budget (\$ YTD)	This year vs budget (% YTD)	Budget (full FY)
Marketing, Communications, and Advertisi...	908	10,000	(9,092)	-90.92%	10,000
Merchant Fees	54,887	20,906	33,981	162.54%	20,906
Miscellaneous Expenses	(67)	1,500	(1,567)	-104.43%	1,500
Office Supplies & Equipment	687	5,000	(4,313)	-86.25%	5,000
OWASP Insurance	34,042	16,551	17,491	105.68%	16,551
Phone Expenses	1,411	1,000	411	41.08%	1,000
Professional Development	2,378	6,000	(3,622)	-60.37%	6,000
Relocation Expenses	12,818	0	12,818	-	0
Shipping & Postage	1,592	1,200	392	32.70%	1,200
Software, Internet, Dues, & Subscriptions	206,306	275,212	(68,906)	-25.04%	275,212
Tax Compliance - US	1,013	0	1,013	-	0
Tax Compliance - EU	18,442	0	18,442	-	0
Travel	58,423	48,446	9,977	20.59%	48,446
<b>Total General &amp; Admin - Operations</b>	<b>430,188</b>	<b>404,599</b>	<b>25,589</b>	<b>6.32%</b>	<b>404,599</b>
<b>Local Chapter Expenses</b>					
Meeting Expenses	90,787	54,109	36,677	67.78%	54,109
Meetup	16,253	40,232	(23,979)	-59.60%	40,232
Other Chapter Expenses	55	0	55	-	0
Local Chapter Travel	0	1,000	(1,000)	-100.00%	1,000
Insurance	6,252	9,035	(2,783)	-30.81%	9,035
<b>Total Local Chapter Expenses</b>	<b>113,346</b>	<b>104,377</b>	<b>8,969</b>	<b>8.59%</b>	<b>104,377</b>
<b>Personnel &amp; Payroll</b>					
Benefits	89,962	144,392	(54,430)	-37.70%	144,392
Gross Wages	965,910	833,888	132,022	15.83%	833,888
Payroll Processing Fee	11,116	17,736	(6,620)	-37.32%	17,736
Payroll Taxes	98,021	52,387	45,634	87.11%	52,387
PEO Admin & HR fees	13,282	78,407	(65,124)	-83.06%	78,407
Tech Allowance	1,757	0	1,757	-	0
Workers Comp	55,032	4,329	50,702	1,171.10%	4,329
<b>Total Personnel &amp; Payroll</b>	<b>1,235,082</b>	<b>1,131,140</b>	<b>103,942</b>	<b>9.19%</b>	<b>1,131,140</b>
<b>Professional Fees</b>					
Accounting - EU	16,505	0	16,505	-	0
Accounting - US	105,840	106,000	(160)	-0.15%	106,000
Legal	42,640	39,367	3,273	8.31%	39,367
<b>Total Professional Fees</b>	<b>164,985</b>	<b>145,367</b>	<b>19,618</b>	<b>13.50%</b>	<b>145,367</b>
<b>Project Expenses</b>					
Office Supplies & Equipment	0	1,200	(1,200)	-100.00%	1,200
Shipping Cost	1,102	0	1,102	-	0
Other Expenses	24,508	5,000	19,508	390.16%	5,000
Services (UI/UX, Graphics, Translations & M...	62,061	75,000	(12,939)	-17.25%	75,000
Swag	12,246	14,000	(1,754)	-12.53%	14,000
Summits	20,160	125,000	(104,840)	-83.87%	125,000
Technology	17,556	0	17,556	-	0
Travel	35,911	15,000	20,911	139.40%	15,000
Project Expenses	89,542	10,000	79,542	795.42%	10,000
<b>Total Project Expenses</b>	<b>263,086</b>	<b>245,200</b>	<b>17,886</b>	<b>7.29%</b>	<b>245,200</b>
<b>Total Expenses</b>	<b>4,541,970</b>	<b>4,498,773</b>	<b>43,197</b>	<b>0.96%</b>	<b>4,498,773</b>
<b>Operating Surplus/Deficit</b>	<b>52,601</b>	<b>(84,295)</b>	<b>136,895</b>	<b>162.40%</b>	<b>(84,295)</b>
<b>Other Income</b>					
Other Income	58,052	0	58,052	-	0
<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>100,031</b>	<b>(84,295)</b>	<b>184,326</b>	<b>218.67%</b>	<b>(84,295)</b>
<b>Interest Income</b>					
Interest Income	24,360	12,000	12,360	103.00%	12,000
<b>Earnings Before Tax</b>	<b>124,392</b>	<b>(72,295)</b>	<b>196,686</b>	<b>272.06%</b>	<b>(72,295)</b>
<b>Adjustments</b>					
Exchange Rate Gain/Loss	5,542	0	5,542	-	0
<b>Change in Net Assets</b>	<b>118,849</b>	<b>(72,295)</b>	<b>191,144</b>	<b>264.40%</b>	<b>(72,295)</b>
<b>Retained Income</b>	<b>118,849</b>	<b>(72,295)</b>	<b>191,144</b>	<b>264.40%</b>	<b>(72,295)</b>

# Dashboard

## INCOME (2025)

**\$4,594,571**

▲ 4.1% vs budget



## EXPENSES (2025)

**\$4,541,970**

▲ 1% vs budget



## NET INCOME/(LOSS) (2025)

**\$118,849**

▼ -83.9% from last year (YTD)



## MONTHS OF CASH ON HAND

**4.06**



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

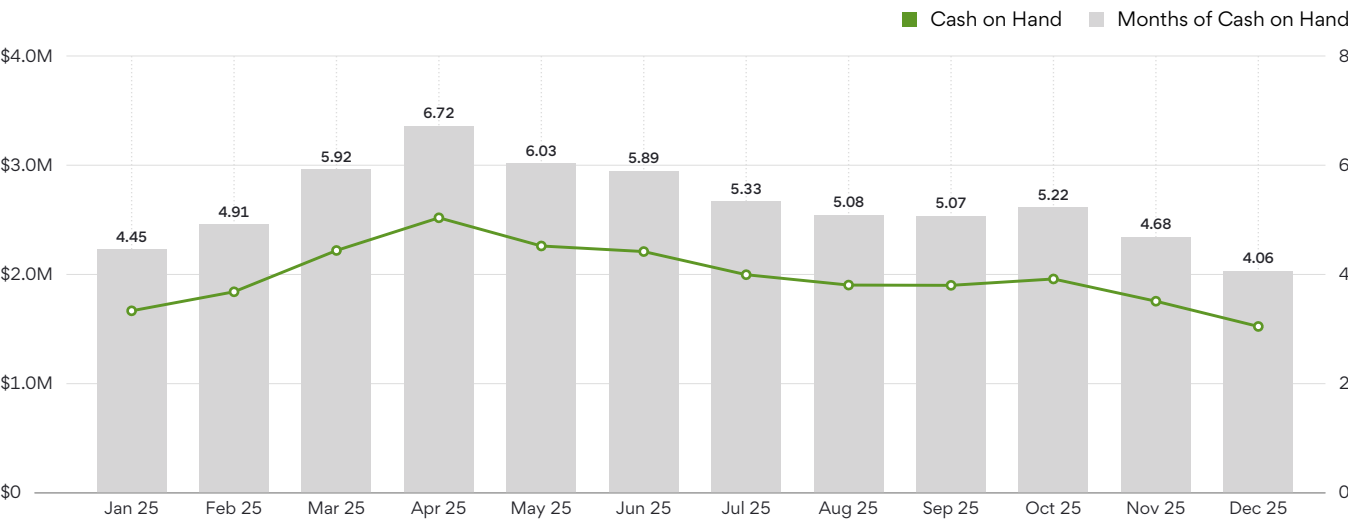
## CURRENT RATIO

**10.19:1**

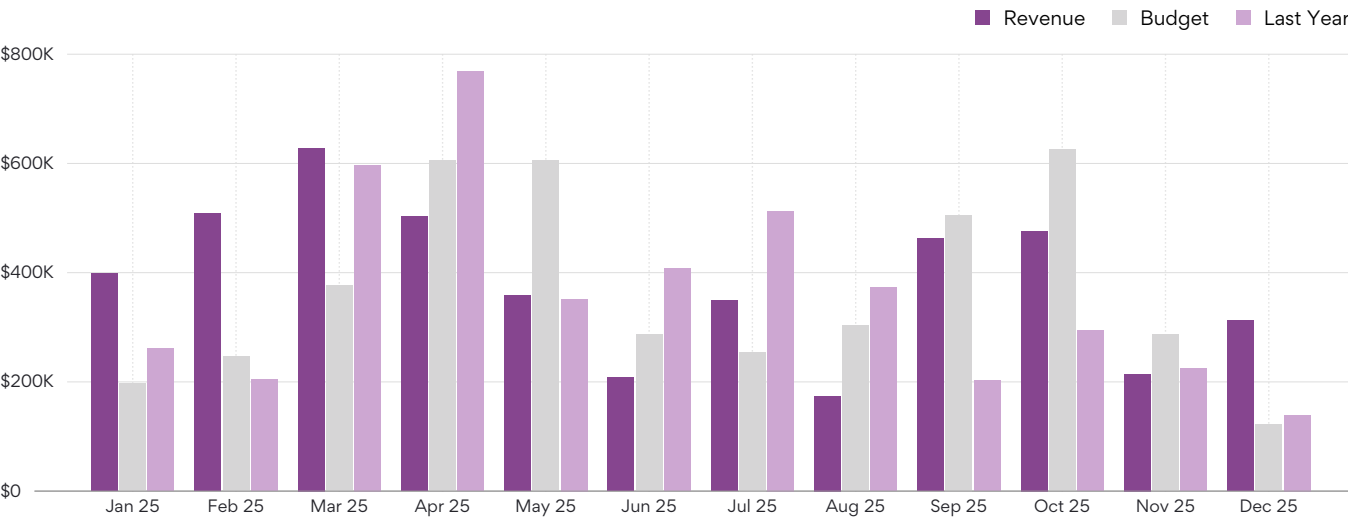


This represents the ratio of current assets to current liabilities.

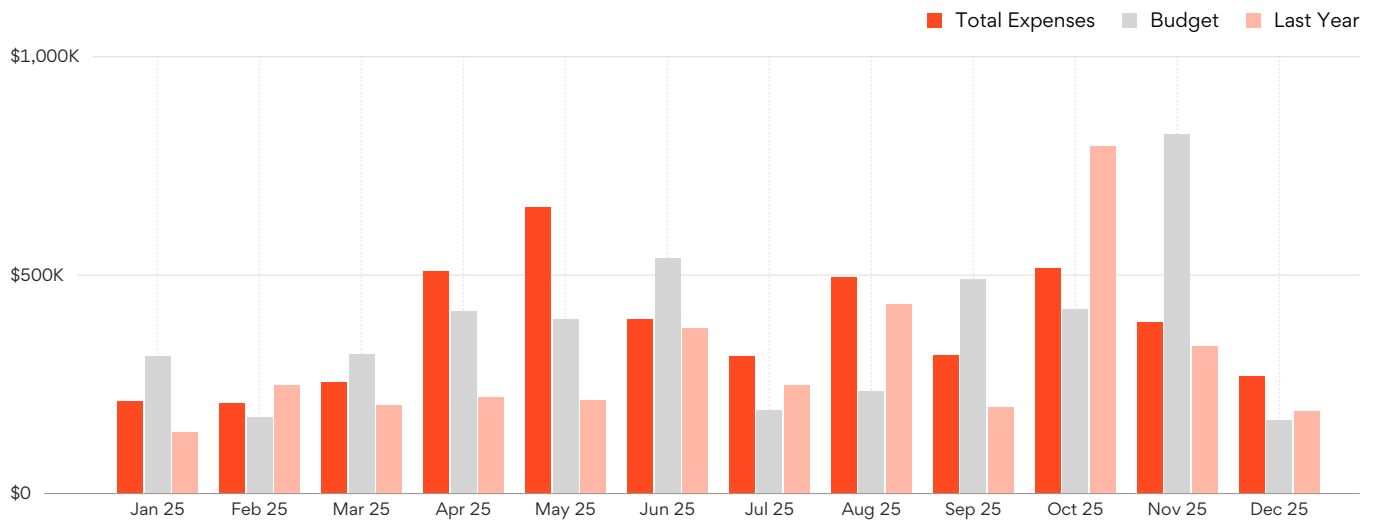
## Cash on Hand



## Revenue vs Budget



## Expenses vs Budget



# Statement of Functional Expenses (Pie Chart)

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Expenses (2025)

