

Entrepreneurs' Organization
Balance Sheet - As of 30 June 2023

	Actuals	
	FY2023	FY2022
Assets		
Current Assets	69,244,563	70,752,999
Cash and Cash Equivalents	16,543,662	38,710,286
Investments	49,292,207	31,277,472
Accounts Receivable	1,480,468	57,698
Prepaid	1,928,226	707,543
Net Fixed Assets	1,556,956	353,829
Fixed Assets	1,556,956	353,829
Security Deposit	331,862	388,787
Total Assets	71,133,381	71,495,615
Liabilities		
Total Liabilities	54,185,389	54,047,340
Accounts Payable/Other Liabilities	7,026,369	12,705,650
Chapter/Regional Payable	4,513,197	1,342,315
Deferred Revenue-Dues/Initiation	37,482,704	36,713,043
Deferred Revenue-Global Events/Programs	5,163,120	3,286,332
Shareholder's Equity	16,947,992	17,448,275
Net Assets	0	0
Retained Earnings	17,448,275	20,919,588
YTD Earnings(Loss)	-500,283	-3,471,313
Total Shareholder's Equity and Liabilities	71,133,381	71,495,615

Entrepreneurs' Organization
Income Statement - Actual vs Budget - As of 30 June 2023

	FY 2023		
	Actuals	Budget	Variance
Revenues			
Membership Dues	42,694,892	41,302,998	1,391,895
Initiation Fee	7,649,700	5,962,500	1,687,200
Chapter Revenue Services	1,903,595	1,680,000	223,595
Discount - Dues	-655,051	-550,000	-105,051
Donation	0	0	0
Grants	38,049	0	38,049
Registration Fee	6,319,330	8,307,750	-1,988,420
Sponsorships/Partnerships	696,793	250,000	446,793
Interest Income	853,201	300,000	553,201
Unrealized gain/loss	-292,979	-	-292,979
Realized gain/loss	161,272	-	161,272
Currency Exchange	-74,589	0	-74,589
Miscellaneous/Other Income	-1,783,075	12,000	-1,795,075
Payment Plan Processing Fee	0	0	0
Accelerator	3,123,959	3,121,399	2,560
Total Revenues	60,635,096	60,386,647	248,449
Expenses			
Staffing & Benefits	20,923,199	20,140,463	782,736
Salaries-Staff	15,589,782	15,243,261	346,521
Salary Mgmt Fees	628,068	369,020	259,049
Holiday, Vacation, Sick Leave	260,541	-	260,541
Separation Payout	500,082	-	500,082
Commissions/Bonus	185,797	554,469	-368,672
Outside Contractors (Temp help)	623,012	963,200	-340,188
Retirement Plan	418,726	435,683	-16,957
Payroll Taxes	1,287,551	1,094,995	192,556
Health Insurance Medical	824,394	822,217	2,177
Other Benefits (STD,LTD,etc)	337,142	71,462	265,680
Recruiting Expenses	84,837	250,000	-165,163
Prof. Development -individual trainings	183,015	227,906	-44,891
Prof. Development Group Programs - Eg Skylyte	250	108,250	-108,000
Professional Fees	3,182,813	3,906,396	-723,583
Prof. Fees (Consulting fees)	2,860,053	3,585,396	-725,343
Audit fees (internal, external and 990 prep)	48,245	45,000	3,245
Legal Fees	274,515	276,000	-1,485
Currency Exchange	0	-	0

Entrepreneurs' Organization
Income Statement - Actual vs Budget - As of 30 June 2023

	FY 2023		
	Actuals	Budget	Variance
Office Expenses	3,365,975	2,965,809	400,166
Credit Card Fees	1,600,310	1,318,665	281,645
Shipping & Postage	184,962	192,360	-7,398
Office Supplies	123,943	111,325	12,618
Office expenses-(Facilities,rent,)	364,061	604,080	-240,019
Phones & Internet	303,379	360,000	-56,621
Dues & Subs.	48,439	56,238	-7,799
Printing	46,857	10,000	36,857
Business Taxes	6,294	8,000	-1,706
Office Maint. (Copier, Design & Rental Equipment)	1,943	-	1,943
Insurance	82,053	77,200	4,853
Bank Fees	291,405	132,000	159,405
Currency Exchange	216,782	6,000	210,782
Other Expenses	95,548	89,941	5,607
Marketing, Communications & Business Development	4,358,222	3,166,802	1,191,420
Branding & Prom.(SWAG)	541,275	335,750	205,525
Content Development	1,078,829	467,277	611,552
Translation/Interpretation	964,379	606,500	357,879
Publications	-	1,000	-1,000
Survey/Data Collection	250	50,000	-49,750
Virtual Delivery	433,218	547,000	-113,782
Public Relations	430,782	320,000	110,782
Marketing & Advertising	512,398	422,187	90,211
Gift & Awards	397,092	417,088	-19,996
Technology	3,000,422	3,506,329	-505,908
Tech. Support Development And Enhancement	246,633	221,000	25,633
Tech. Support Innovation	634	-	634
Depreciation	-	20,000	-20,000
Software licenses	2,106,607	2,610,589	-503,983
Software Maint & Support	25,395	6,200	19,195
Computer Equipment	56,612	184,872	-128,260
Infrastructure Hardware	0	-	0
Hardware Infrastructure Maint & Support	564,541	463,668	100,873

Entrepreneurs' Organization
Income Statement - Actual vs Budget - As of 30 June 2023

	FY 2023		
	Actuals	Budget	Variance
Meetings	15,271,631	17,411,148	-2,139,517
Meeting-F&B	2,005,147	2,109,864	-104,717
Meeting Space & Audio Visual	2,298,548	1,988,750	309,798
Meeting Facilitator Fees	3,054,425	3,294,512	-240,087
Meeting Speaker Fees	2,491,858	1,945,000	546,858
Meeting Logistics Transaction	1,856,918	2,133,715	-276,797
Meeting Misc.	3,564,735	5,939,307	-2,374,572
Chapters and Regions Support	5,164,726	4,563,272	601,454
Chapter Support- Over 75	2,309,805	1,257,929	1,051,876
Chapter Support-Under 75	1,419,740	1,655,692	-235,952
Event Support	647,670	537,386	110,284
Regional Support	787,511	1,112,266	-324,755
Travel	5,868,391	5,745,742	122,649
Travel-Staff-Air	886,455	856,617	29,838
Travel-Staff-Hotel	602,203	547,385	54,818
Travel-Staff-Misc.	488,773	461,383	27,390
Travel-Member-Air	897,469	902,170	-4,700
Travel-Member-Hotel	604,366	561,226	43,140
Travel-Member-Misc.	243,960	447,707	-203,746
Travel-Board-Air	556,333	375,000	181,333
Travel-Board-Hotel	116,402	181,000	-64,598
Travel-Board-Misc.	66,901	50,000	16,901
Travel-Facilitator-Air	500,986	677,050	-176,064
Travel-Facilitator-Hotel	183,578	443,050	-259,472
Travel-Facilitator-Misc.	154,151	142,250	11,901
Travel-Other-Air	124,834	62,496	62,338
Travel-Other-Hotel	403,912	31,910	372,002
Travel-other-Misc.	38,069	6,500	31,569
Total Expenses	61,135,379	61,405,962	-270,583
Surplus/(Deficit)	-500,283	-1,019,315	519,032

**Board and Org Planning - Expense Accounts
As of 30 June 2023**

	Strategy Planning	Global Board	Mgmt Team (E-Team)	Innovation Fund	Chairman's Discretionary Funds	Total
Expenses						
Staffing & Benefits	7,000	15,000	2,795	-	-	24,795
Professional Fees	14,374	151,273	56,509	-	106,504	328,660
Office Expenses	443	7,556	999	-	-	8,998
Marketing, Communications & Business Development	7,759	13,340	182	8,973	-	30,254
Technology	-	6,446	1,778	-	-	8,224
Meetings	330,187	223,307	18,751	-	-	572,244
Chapters and Regions Support	-	3,419	-	-	-	3,419
Travel	70,167	764,533	155,562	-	-	990,262
Total Expenses	429,929	1,184,874	236,576	8,973	106,504	1,966,855

Conferences/Executive Education - Expense Accounts
As of 30 June 2023

	Events	Executive Education	Regional Events	Total
Revenue	538,156	2,597,775	2,236,529	5,372,460
Expenses				
Staffing & Benefits	4,910	-	-	4,910
Professional Fees	-	-	-	-
Office Expenses	16,098	71,849	58,263	146,209
Marketing, Communications & Business Development	-	26,448	79,266	105,714
Technology	96	-	18,480	18,576
Meetings	450,233	2,251,664	1,751,181	4,453,078
Chapters and Regions Support	-	-	234,106	234,106
Travel	11,473	29,977	76,421	117,872
Total Expenses	482,810	2,379,938	2,217,717	5,080,464
Surplus/(Deficit)	55,346	217,837	18,812	291,995

Global Leadership Conference (GLC) - Expense Accounts
As of 30 June 2023

	Global Leadership Conference
Revenue	433,936
Expenses	
Staffing & Benefits	880
Professional Fees	-
Office Expenses	55,408
Marketing, Communications & Business Development	862,787
Technology	-
Meetings	3,031,068
Chapters and Regions Support	-
Travel	376,334
Total Expenses	4,326,477
Surplus/(Deficit)	(3,892,541)

Products/Programs - Expense Accounts
As of 30 June 2023

	Programs and Services	Training Programs	Summits Programs	Leadership Programs	Benefit Program	Analytics Programs	Total
Revenue	-	1,638,837	264,583	185,969	-	-	2,089,389
Expenses							
Staffing & Benefits	-	7,689	2,613	-	-	-	10,302
Professional Fees	-	-	-	-	108,000	-	108,000
Office Expenses	-	16,242	2,043	29	-	-	18,313
Marketing, Communications & Business Development	-	10,308	56,154	222	-	767,890	834,574
Technology	-	815	724	-	-	-	1,539
Meetings	1,958	1,647,879	580,699	150,862	-	-	2,381,397
Chapters and Regions Support	-	(38,250)	108,500	-	-	-	70,250
Travel	8,534	76,467	440,488	12,042	-	1,074	538,605
Total Expenses	10,491	1,721,150	1,191,220	163,155	108,000	768,964	3,962,981
Surplus/(Deficit)	(10,491)	(82,313)	(926,637)	22,814	(108,000)	(768,964)	(1,873,592)

Committees - Expense Accounts
As of 30 June 2023

	Learning Committee	6010 Leadership Committee	6015 External Relations Subcommittee	6020 Accelerator Subcommittee	6030 GSEA Subcommittee	6035 Strategic Alliances Subcommittee	MyEO Committee	6045 Forum Committee	6055 Member Engagement Committee (Engagement)	6060 Global Membership Committee (Growth)	Communication Committee	Standing Finance Committee	Governance Committee	Total
Revenue	-	-	-	3,123,959	-	372,873	94,954	18,000	-	-	-	-	-	3,609,786
Expenses														
Staffing & Benefits	6,057	-	-	31,197	-	-	-	58,216	-	-	-	-	-	95,470
Professional Fees	5,085	-	-	7,748	-	-	11,286	23,102	-	-	-	-	-	47,221
Office Expenses	5,995	1,002	565	138,888	4,478	-	12,020	1,500	25,672	614	143	415	912	192,203
Marketing, Communications & Business Development	142,892	21,595	5,096	155,179	480,252	1,500	120,992	9,373	20,284	3,191	2,122	14,348	31,222	1,008,047
Technology	5,288	576	-	159	-	-	1,176	-	68	-	-	-	40	7,307
Meetings	927,724	91,173	17,868	608,513	38,532	-	107,982	90,433	8,335	5,461	-	27,331	26,591	1,949,944
Chapters and Regions Support	21,169	-	-	1,643,714	14,081	4,485	-	145,000	-	4,425	-	-	-	1,832,874
Travel	114,948	56,198	36,180	364,848	108,233	-	69,265	63,915	17,844	51,244	-	66,713	73,908	1,023,296
Total Expenses	1,229,158	170,543	59,710	2,950,247	645,576	5,985	322,722	391,539	72,203	64,936	2,265	108,807	132,673	6,156,362
Surplus/(Deficit)	(1,229,158)	(170,543)	(59,710)	173,712	(645,576)	366,888	(227,767)	(373,539)	(72,203)	(64,936)	(2,265)	(108,807)	(132,673)	(2,546,576)

Membership - Expense Accounts
As of 30 June 2023

	Membership Support	Membership Operations	Total
Revenue	-	-	-
Expenses			
Staffing & Benefits	-	6,752	6,752
Professional Fees	-	-	-
Office Expenses	-	46,473	46,473
Marketing, Communications & Business Development	267,000	3,172	270,172
Technology	-	30,600	30,600
Meetings	-	13,742	13,742
Chapters and Regions Support	-	-	-
Travel	-	55,623	55,623
Total Expenses	267,000	156,362	423,362
Surplus/(Deficit)	(267,000)	(156,362)	(423,362)

Regions - Expense Accounts
As of 30 June 2023

	APAC	Canada	Europe	LAC	MEPA	North Asia	South Asia	US East	US Central	US West	Total
Revenue	130,002	39,894	55,650	7,400	62,600	(3,000)	110,485	7,333	67,333	98,203	575,902
Expenses											
Staffing & Benefits	-	308	1,500	-	267	745	6,580	31,922	25,499	19,530	86,350
Professional Fees	-	65,784	57,887	-	-	-	1,200	15,315	4,667	20,737	165,589
Office Expenses	2,862	23,138	4,570	2,239	6,371	5,459	1,273	4,292	11,735	1,101	63,040
Marketing, Communications & Business Development	9,894	13,943	61,945	(15,151)	43,008	32,822	111,811	78,490	47,628	37,031	421,422
Technology	-	6,692	3,363	1,343	85	-	2,194	12,480	16,687	12,480	55,324
Meetings	244,258	243,566	183,208	248,114	134,301	81,252	356,670	374,220	411,657	501,366	2,778,612
Chapters and Regions Support	240,614	6,827	339,899	132,596	(522)	418,204	340,876	167,512	162,029	117,169	1,925,205
Travel	219,918	90,987	189,017	196,839	185,412	196,067	217,971	277,577	349,351	190,856	2,113,995
Total Expenses	717,545	451,246	841,390	565,980	368,923	734,548	1,038,576	961,808	1,029,254	900,269	7,609,538
Surplus/(Deficit)	(587,543)	(411,352)	(785,740)	(558,580)	(306,323)	(737,548)	(928,091)	(954,474)	(961,920)	(802,065)	(7,033,636)

Administration - Expense Accounts
As of 30 June 2023

	Corporate Technology	Finance	Human Resources	Governance	Total
Revenue	-	(1,060,659)	-	-	(1,060,659)
Expenses					
Staffing & Benefits	156	69,694	20,622,139	1,750	20,693,739
Professional Fees	1,351,948	155,986	388,218	240,948	2,137,100
Office Expenses	(691)	2,374,262	407,398	20,656	2,801,624
Marketing, Communications & Business Development	4,085	-	21,462	863	26,410
Technology	2,871,538	-	7,273	40	2,878,852
Meetings	1,701	287	56,890	(1,300)	57,578
Chapters and Regions Support	-	5,170	-	-	5,170
Travel	20,944	2,975	497,978	8,097	529,995
Total Expenses	4,249,681	2,608,374	22,001,358	271,054	29,130,467
Surplus/(Deficit)	(4,249,681)	(3,669,033)	(22,001,358)	(271,054)	(30,191,126)

Committees - Actuals vs Budget
As of 30 June 2023

	FY 2023		
	Actuals	Budget	Variance
Revenues	3,609,786	3,371,399	238,387
Expenses			
Staffing & Benefits	95,470	2,810,708	-2,715,238
Salaries-Staff	0	2,153,875	-2,153,875
Salary Mgmt Fees	0	21,600	-21,600
Holiday, Vacation, Sick Leave	0	-	0
Separation Payout	0	-	0
Commissions/Bonus	0	12,892	-12,892
Outside Contractors (Temp help)	76,349	188,200	-111,851
Retirement Plan	0	51,873	-51,873
Payroll Taxes	0	217,403	-217,403
Health Insurance Medical	0	120,433	-120,433
Other Benefits (STD,LTD,etc)	0	1,400	-1,400
Recruiting Expenses	14,431	0	14,431
Prof. Development -individual trainings	4,690	43,031	-38,341
Prof. Development Group Programs - Eg Skylyte	0	0	0
Professional Fees	47,221	94,000	-46,779
Prof. Fees (Consulting fees)	47,221	94,000	-46,779
Audit fees (internal, external and 990 prep)	0	0	0
Legal Fees	0	0	0
Currency Exchange	0	-	0
Office Expenses	192,203	109,585	82,618
Credit Card Fees	70,000	36,047	33,953
Credit Card Fees (Allocation In)	0	0	0
Credit Card Fees (Allocation Out)	0	0	0
Shipping & Postage	96,930	60,850	36,080
Office Supplies	2,444	3,000	-556
Office expenses-(Facilities,rent,)	0	0	0
Phones & Internet	83	0	83
Dues & Subs.	5,073	5,088	-15
Printing	5,641	3,000	2,641
Business Taxes	0	0	0
Office Maint. (Copier, Design & Rental Equipment)	0	-	0
Insurance	332	0	332
Bank Fees	448	0	448
Currency Exchange	544	0	544
Other Expenses	10,708	1,600	9,108

	FY 2023		
	Actuals	Budget	Variance
Marketing, Communications & Business Development	1,008,047	1,281,550	-273,503
Branding & Prom.(SWAG)	74,427	31,000	43,427
Content Development	122,500	295,000	-172,500
Translation/Interpretation	100,913	126,500	-25,587
Publications	-	0	0
Survey/Data Collection	0	50,000	-50,000
Virtual Delivery	365,304	537,000	-171,696
Public Relations	30	0	30
Marketing & Advertising	127,053	67,600	59,453
Gift & Awards	217,820	174,450	43,370
Technology	7,307	5,000	2,307
Tech. Support Development And Enhancement	0	0	0
Tech. Support Innovation	0	-	0
Depreciation	-	0	0
Software licenses	2,031	0	2,031
Software Maint & Support	5,276	5,000	276
Computer Equipment	0	0	0
Infrastructure Hardware	0	-	0
Hardware Infrastructure Maint & Support	0	0	0
Meetings	1,949,944	2,062,150	-112,206
Meeting-F&B	133,132	198,950	-65,818
Meeting Space & Audio Visual	63,339	53,000	10,339
Meeting Facilitator Fees	684,231	964,000	-279,769
Meeting Speaker Fees	1,004,071	805,000	199,071
Meeting Logistics Transaction	3,377	7,000	-3,623
Meeting Misc.	61,793	34,200	27,593

	FY 2023		
	Actuals	Budget	Variance
Chapters and Regions Support	1,832,874	1,197,278	635,596
Chapter Support- Over 75	1,698,978	930,028	768,950
Chapter Support-Under 75	19,221	244,750	-225,529
Event Support	19,619	12,500	7,119
Regional Support	95,056	10,000	85,056
Travel	1,023,296	1,486,900	-463,604
Travel-Staff-Air	66,792	81,500	-14,708
Travel-Staff-Hotel	30,526	33,250	-2,724
Travel-Staff-Misc.	103,288	101,400	1,888
Travel-Member-Air	176,376	281,100	-104,724
Travel-Member-Hotel	72,824	297,000	-224,176
Travel-Member-Misc.	36,679	95,050	-58,371
Travel-Board-Air	18,944	0	18,944
Travel-Board-Hotel	8,777	0	8,777
Travel-Board-Misc.	3,918	0	3,918
Travel-Facilitator-Air	234,182	365,550	-131,368
Travel-Facilitator-Hotel	103,312	141,500	-38,188
Travel-Facilitator-Misc.	86,603	71,550	15,053
Travel-Other-Air	59,990	10,000	49,990
Travel-Other-Hotel	5,260	7,500	-2,240
Travel-other-Misc.	15,826	1,500	14,326
Total Expenses	6,156,362	9,047,171	-2,890,809
Surplus/(Deficit)	-2,546,576	-5,675,772	3,129,197

Regions - Actuals vs Budget
As of 30 June 2023

	FY 2023		
	Actuals	Budget	Variance
Revenues	575,902	0	575,902
Expenses			
Staffing & Benefits	86,350	2,742,718	-2,656,368
Salaries-Staff	0	2,060,597	-2,060,597
Salary Mgmt Fees	0	192,000	-192,000
Holiday, Vacation, Sick Leave	0	-	0
Separation Payout	308	-	308
Commissions/Bonus	0	0	0
Outside Contractors (Temp help)	77,834	5,000	72,834
Retirement Plan	0	84,745	-84,745
Payroll Taxes	0	159,999	-159,999
Health Insurance Medical	128	191,553	-191,424
Other Benefits (STD,LTD,etc)	0	4,200	-4,200
Recruiting Expenses	0	0	0
Prof. Development -individual trainings	8,080	44,625	-36,545
Prof. Development Group Programs - Eg Skylyte	0	0	0
Professional Fees	165,589	210,800	-45,211
Prof. Fees (Consulting fees)	165,589	210,800	-45,211
Audit fees (internal, external and 990 prep)	0	0	0
Legal Fees	0	0	0
Currency Exchange	0	-	0
Office Expenses	63,040	41,680	21,360
Credit Card Fees	0	0	0
Credit Card Fees (Allocation In)	0	0	0
Credit Card Fees (Allocation Out)	0	0	0
Shipping & Postage	6,394	0	6,394
Office Supplies	4,011	0	4,011
Office expenses-(Facilities,rent,)	0	4,080	-4,080
Phones & Internet	110	0	110
Dues & Subs.	11,289	8,700	2,589
Printing	12,399	500	11,899
Business Taxes	0	0	0
Office Maint. (Copier, Design & Rental Equipment)	0	-	0
Insurance	7,555	7,200	355
Bank Fees	445	0	445
Currency Exchange	58	0	58
Other Expenses	20,778	21,200	-422

	FY 2023		
	Actuals	Budget	Variance
Marketing, Communications & Business Development	421,422	466,364	-44,942
Branding & Prom.(SWAG)	89,140	40,500	48,640
Content Development	93,364	11,777	81,587
Translation/Interpretation	-16,347	40,000	-56,347
Publications	-	1,000	-1,000
Survey/Data Collection	250	0	250
Virtual Delivery	391	0	391
Public Relations	495	0	495
Marketing & Advertising	148,172	233,087	-84,915
Gift & Awards	105,956	140,000	-34,044
Technology	55,324	0	55,324
Tech. Support Development And Enhancement	249	0	249
Tech. Support Innovation	634	-	634
Depreciation	-	0	0
Software licenses	51,546	0	51,546
Software Maint & Support	92	0	92
Computer Equipment	2,804	0	2,804
Infrastructure Hardware	0	-	0
Hardware Infrastructure Maint & Support	0	0	0
Meetings	2,778,612	1,977,801	800,811
Meeting-F&B	1,007,955	798,201	209,754
Meeting Space & Audio Visual	326,131	392,950	-66,819
Meeting Facilitator Fees	155,787	70,000	85,787
Meeting Speaker Fees	140,604	81,000	59,604
Meeting Logistics Transaction	426,374	40,500	385,874
Meeting Misc.	721,762	595,150	126,612

		FY 2023	
	Actuals	Budget	Variance
Chapters and Regions Support	1,925,205	2,815,994	-890,789
Chapter Support- Over 75	532,657	327,901	204,756
Chapter Support-Under 75	356,026	920,942	-564,916
Event Support	469,346	524,886	-55,540
Regional Support	567,176	1,042,266	-475,089
Travel	2,113,995	1,352,343	761,653
Travel-Staff-Air	178,053	196,467	-18,414
Travel-Staff-Hotel	122,516	116,767	5,749
Travel-Staff-Misc.	160,184	105,117	55,068
Travel-Member-Air	582,087	383,370	198,717
Travel-Member-Hotel	479,310	174,651	304,659
Travel-Member-Misc.	172,349	321,367	-149,017
Travel-Board-Air	30,908	0	30,908
Travel-Board-Hotel	13,757	0	13,757
Travel-Board-Misc.	11,082	0	11,082
Travel-Facilitator-Air	52,252	9,500	42,752
Travel-Facilitator-Hotel	11,100	6,000	5,100
Travel-Facilitator-Misc.	10,618	3,200	7,418
Travel-Other-Air	61,819	19,996	41,823
Travel-Other-Hotel	210,654	12,910	197,744
Travel-other-Misc.	17,306	3,000	14,306
Total Expenses	7,609,538	9,607,700	-1,998,162
Surplus/(Deficit)	-7,033,636	-9,607,700	2,574,064