



Working Groups 2026 Program and Financial Plan Process and Overview

November 2025

2026 Annual Program and Financial Planning Cycle and Timeline

Mid September

Program and Marketing Planning
(Development Phase)
Solicit membership input & ideas

Mid October

Draft Program / Marketing Plans
created

Late October

Candidate Program Plans approved
by Steering Committees

Early November

Eclipse Foundation delivers working
group Financial Plans in support of
Program Plans

Mid November

Program and Financial Plans
reviewed by Steering Committee
(Consultation Phase)

Late November

Program and Financial Plans
confirmed by Working Group
Steering Committee

- Working Group Program and Financial Plans require Executive Director approval
- Working Group Financial Plans roll up into the Eclipse Foundation's annual budget and approved by Board of Directors
- The Financial Plan reflects the Program Plan and to the extent possible with total funds available, identifies the key resources and key program spend items necessary to address the priorities identified in the Program Plan.

General Framework - Program and Financial Plans

- Working Groups annually prepare Program and Marketing* Plans, outlining the strategy for implementing their charter's vision and scope.
- The Eclipse Foundation develops a financial plan to support these priorities based on projected revenue.
- A working group's financial plan reflects planned allocation representing the Eclipse Foundation spending intentions based on expected program needs.
- The financial plan finalizes the process, documenting revenue and expenditure projections for the Eclipse Foundation's annual budget.
- The Eclipse Foundation's Executive Director approves Program and Financial Plans.

***Marketing Committees are responsible for creating Marketing Plans**



Governance Obligations

- Formal governance obligations lies with the Eclipse Board of Directors, the Executive Director / Eclipse Management Organization as defined within the Eclipse Bylaws
- Executive Director handles financial plan authority and responsibility and approves all program and financial plans
- Working group financial plans roll into overall annual Eclipse Foundation budget approved by the Board of Directors
- Steering Committees are not legal/fiduciary entities nor are they management bodies

Working Group Financial Plans

- The Eclipse Foundation collects fees for each working group (participation fees)
- These fees are utilized to fund the Eclipse Foundation's actions in support of the working group
- The Eclipse Foundation shares with Steering Committees the total fees expected to be collected for the year and an overview of how the Eclipse Foundation will allocate those fees to carry out those actions
- In turn, the Steering Committee acknowledges the allocations presented match the Program Plan to the extent possible

A Closer Look ...

- Financial plans details how the Eclipse Foundation will allocate collected funds to fulfill its role in the Program Plan and to manage and support working group operations
- Financial plans outline the Eclipse Foundation's general spending allocations which are intended to support the working group's program plan and scope
- Majority of allocated funds cover the costs associated with Eclipse Foundation staff engagement and expenditures on community management and community services and support initiatives
- The Eclipse Foundation uses these collected fees to empower its staff to undertake various initiatives and activities that support the working group and its projects. This includes but not limited to:
 - developing and promoting the working group materials and assets
 - recruiting members/ecosystem development
 - fostering the health and vibrancy of the working groups projects and diverse communities

Program Services

Trademark Registration, Office Actions, Oppositions, Renewals, Protection, Agreement and Contract Negotiation, Drafting, Review

Legal

Ecosystem Development

Community Growth and Industry Strategies, Member Engagement and Recruitment

IT Systems, Tooling, Project Hosting, Security & Reliability, DevOps Support

Infrastructure

Program Services

Specification Process Mgmt

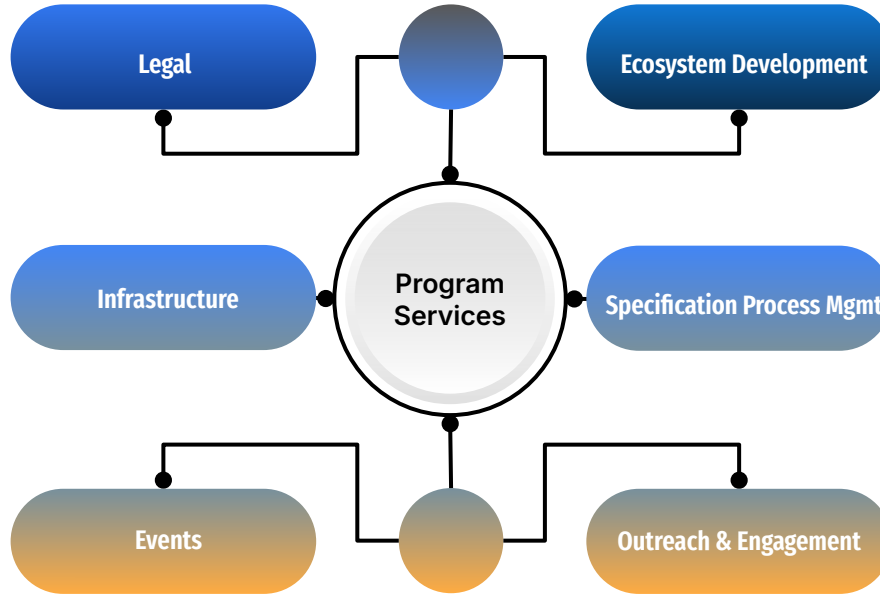
Administration and Oversight of Specification Programs and Operations, TCK Results, EFSP Compliance

Conferences, Summits/Meetups, Community Days, Webinars, Planning & Logistics

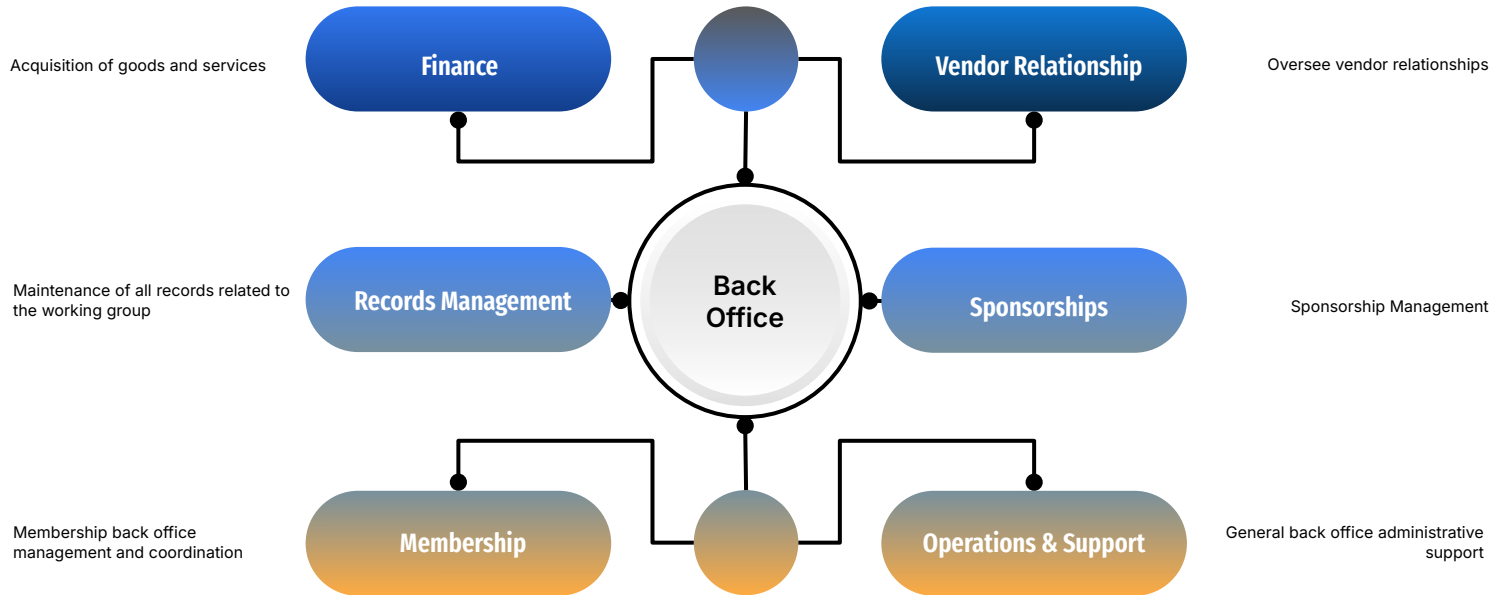
Events

Outreach & Engagement

Blog, Articles, Whitepapers, Press Releases, Case Studies, Multimedia and Social Media



General and Administrative (12% no change)



2026 - MicroProfile Financial Plan

- membership non renewals - Primeton and Red Hat
 - reduction in revenue
 - reduction in G&A based on updated revenue
- shortfall for 2026 - \$4K
- no available funding for discretionary at this time



Approved Date:

Working Group: MicroProfile Financial Plan

Calendar Year: 2026

Currency: USD

	2025	2026
Revenue		
Working Group Participation Fees	\$66,500	\$50,500
Sponsorships	\$0	\$0
Total Working Group Revenue	\$66,500	\$50,500
	2025	2026
Expenses		
Legal	\$5,000	\$5,000
Marketing Services	\$11,000	\$11,000
Discretionary Marketing Content/Activities (e.g., events, SWAG, white paper, etc.)	\$10,000	\$0
Events Support	\$2,500	\$2,500
Governance and Management, including Specification Management*	\$30,000	\$30,000
General and Administration	\$8,000	\$6,000
Services	\$66,500	\$54,500
Total Expenses	\$66,500	\$54,500
Surplus / Loss	\$0	-\$4,000

* Specification Management if applicable

Resolutions

- RESOLVED, the Steering Committee approves its Program Plan as presented.
- RESOLVED, the Steering Committee approves the Financial Plan as presented acknowledging the allocations match the Program Plan to the extent possible based on projected revenue.

For More Information

- Working Groups are supported by the Eclipse Management Organization (EMO) in accordance with the [Eclipse Foundation Working Group Process](#) (EFWGP)
- [Working Group Operations Guide](#) *provides specifics of the implementation of the EFWGP*



Thank You