

A MESSAGE FROM THE 2022-23 PRESIDENT

It was an honor to serve as our Society's president during the ASSP fiscal year that ended March 31. I am proud to share this annual report, summarizing our organization's many accomplishments during those 12 months. It was a highly anticipated period of recovery, as ASSP and its members demonstrated a widespread resurgence in this post-pandemic era.

At the center of the rebound was our Safety 2022 Professional Development Conference and Exposition. Our signature event returned to Chicago in a big way, attracting 1,000 more attendees than the last time the conference was held at McCormick Place in 2011.

We welcomed 5,564 registered attendees to Safety 2022, ranking third in popularity behind our conferences in New Orleans, LA (2019), and San Antonio, TX (2018). The event featured OSHA's Doug Parker, assistant secretary of labor for OSH, who conducted a special session. The event's overall success showed our unwavering commitment to advancing workplace safety and health.

That commitment is anchored to the tragic Triangle Shirtwaist Factory fire in 1911 that killed 146 garment workers in New York City. ASSP is supporting the creation of a memorial at the original site to recognize our nation's legacy of reform and honor those who died. It will be a lasting reminder of the need for workplace safety and the fundamental right of workers to be treated with dignity and respect.

Last winter, ASSP contributed \$32,519.11 to the memorial's construction, connecting the seven digits of the fire's date (3/25/1911)

to emphasize the significant moment in U.S. history. The ASSP Foundation donated an additional \$25,000 to the project. The Remember the Triangle Fire Coalition is holding a dedication ceremony in New York City this October. ASSP will be involved in the program.

Our progress in workplace safety and health is assisted by our dedication to diversity, equity and inclusion (DEI) throughout ASSP and our profession. We held our first virtual DEI Summit in January to help OSH professionals deepen their understanding of how DEI impacts our profession and how we can incorporate DEI principles to improve outcomes. DEI is a core value of our organization as we aim to create and maintain welcoming and transparent environments.

In July 2022, we hosted the inaugural meeting of our new Advisory Group. It was exciting to see and hear the enthusiasm and energy of members coming together to support efforts to continuously improve the Society. The activity aligned well with the Board of Directors' priority of engaging members to discuss the changing nature of work and how these changes impact you as a safety professional, as well as your companies and employees. This effort throughout the fiscal year informed the development of our 2023-28 strategic plan.

With a renewed focus on member engagement, the board has created more opportunities to increase connections with volunteer leaders and members. We strive to ensure board representation at all regional operating committee meetings, for instance, sharing updates on programs



Christine Sullivan
2022-23
ASSP President

Our organizational achievements reflect our collective commitment to creating a safer, stronger future.



Through standards development, education, safety advocacy, member communities and volunteer opportunities, ASSP provides members access to resources that develop their knowledge and advance their careers.

and answering questions. We also hold Congress of Councils meetings with our council vice presidents to increase collaboration and align strategic and operational goals. Our bimonthly Board Connection Series is another example of ASSP leaders engaging members to share updates, answer questions and network.

To support engagement activities, we launched a 2-year project to upgrade ASSP's information technology infrastructure and our association management system (AMS), which functions as a database and processing system for the organization. The AMS enables e-commerce interactions (e.g., dues payments, product orders, event registrations) with members and customers. This system also helps ASSP perform association-specific functions such as volunteer management, elections and governance.

Throughout the year, we continued to lead the development of OSH standards that establish best practices recognized in the U.S. and internationally. We know that compliance with federal and state safety regulations simply is not enough, a fact made even more clear during the pandemic. ASSP developed, reaffirmed or revised 15 voluntary consensus standards, technical reports and guidance documents, engaging nearly 1,400 volunteers who represent 500 organizations. We also distributed more than 14,000 standards through sales, distributors, special events and educational offerings, a clear reflection of our commitment to advancing workplace safety and health.

We also demonstrate that dedication by supporting a thriving professional community in which our members connect with colleagues across chapters, practice specialties and common interest groups. In these times of increased remote work, we are creating more virtual opportunities to help our members access valuable content, discuss safety challenges and create practical solutions.

Looking beyond ourselves, the board continues to adopt memorandums of understanding when ASSP can partner with other organizations to advance

safety and health. For example, we now have an MOU with OneWish (Women and Inclusion in Safety and Health) as we cooperatively seek a more diverse and inclusive profession that involves women moving into safety and health leadership positions. A new MOU with the Voluntary Protection Programs Participants' Association (VPPPA) focuses on assisting OSHA's efforts to modify its longstanding Voluntary Protection Programs (VPP). Standards-based reforms are needed to improve worker safety and health. In addition, we continue to collaborate with groups such as NIOSH, OSHA and AIHA to advance the conversation around OSH and worker well-being.

Allow me to briefly mention three more items: The ASSP Foundation earned federal grants to create free training courses on PPE and combatting infectious disease that are now available on-demand; we published the third edition of our flagship book, *The Safety Professionals Handbook*, that helps safety professionals expand their knowledge; and more learning resources are now available for free on our website, including all sponsored webinars on various topics.

As we look ahead, we know we cannot predict the future, so we must prepare for whatever it may bring. We are constantly examining our environment to gather knowledge and identify emerging trends. And we are engaging our members more consistently to create a shared vision of ASSP's future.

Our organizational achievements reflect our collective commitment to creating a safer, stronger future. Thank you for investing your time and energy into our Society and embracing necessary change to strengthen our Society and our profession. Your input, insights and contributions will always be the foundation of our success.



Christine M. Sullivan, CSP, ARM



Safety 2022, our annual professional development conference and exposition, provided opportunities for OSH professionals to network with colleagues, speak with leading experts and learn new strategies to solve their biggest safety challenges.



WORKING TOGETHER FOR A SAFER, STRONGER FUTURE

Safety professionals join ASSP to gain knowledge, grow their professional network, learn best practices and support their profession.



EDUCATION

55% OF MEMBERS
across all career stages
identify professional
development as a primary
reason for joining



NETWORKING

40% OF MEMBERS
across all career stages
identify building their
professional network as a
primary reason for joining



SOLUTIONS

39% OF MEMBERS
across all career stages
identify learning best
practices as a primary
reason for joining



SUPPORT

39% OF MEMBERS
across all career stages
identify supporting their
profession as a primary
reason for joining

*Data from 2022 ASSP Member Needs Assessment research study

Here's a look at what we accomplished during this past fiscal year.

SAFETY 2022

5,564 ATTENDEES
141 SESSIONS
445 EXHIBITORS

SERVED OUR MEMBERSHIP OF

35,550
OSH PROFESSIONALS

DELIVERED HARWOOD
TRAINING TO

3,300 PEOPLE
AND AWARDED
\$300,000
IN SCHOLARSHIPS & GRANTS
THROUGH ASSP FOUNDATION

PUBLISHED

78 PSJ ARTICLES
26 PODCASTS
70 COMMUNITY
WEBINARS

DISTRIBUTED

14,000
STANDARDS AND ENGAGED
1,400
VOLUNTEERS
IN THEIR DEVELOPMENT

PROVIDED

1,200
COURSES FOR
708
SafetyFOCUS ATTENDEES

A MESSAGE FROM THE VICE PRESIDENT, FINANCE



Linda Tapp
2022-23
Vice President, Finance

With the support of membership, volunteer leaders and professional staff, ASSP's financial position remains strong and its future is bright.

In fiscal year (FY) 2023, ASSP continued its recovery from the pandemic. With a focus on three goals: 1. refresh and refocus; 2. govern forward; and 3. explore growth, the Board of Directors continued to focus on leading toward the future. As a result, FY2023 proved to be a strong year with profitable growth. Our revenue grew to \$14.9 million with expenses of \$14.7 million. Income from budgetary operations totaled about \$245,000.

Nonbudgetary items, particularly investment losses and board-designated spending, combined to reduce ASSP's net assets to \$13.1 million. ASSP Foundation net assets decreased by about \$490,000 due to investment losses. As a result, consolidated net assets totaled \$19.8 million on March 31, 2023.

We continued to refresh our Professional Development Conference and Exposition and educational offerings. Safety 2022 in Chicago, IL, saw 5,564 registered attendees, the third highest attendance ever. The event continues to be one of the U.S.'s largest conferences for workplace safety and health professionals. About half of the attendees were newcomers. Safety 2022 also hosted 445 exhibitors covering 82,000 square feet, a key feature of the in-person experience.

SafetyFOCUS continued to evolve as an immersive hybrid educational experience, attracting 708 professionals. Across two events, more than 1,200 courses were taught providing more than 1,300 CEUs. ASSP also provided many instructor-led and self-paced learning opportunities throughout the year, serving nearly 8,200 registrants.

Membership and communities revenue totaled about \$5.4 million. Membership totaled 35,550 on April 1, 2023. Other highlights for the year include:

- The ASSP Advisory Group completed its first year of operations with an 82% engagement rate. The group helped develop the ASSP strategic plan and worked to ensure that ASSP membership packaging and pricing provide value.

- Our communities concluded the program year with 62 chapters, 2 common interest groups and 11 practice specialties earning platinum status. This recognition identifies the ASSP communities providing outstanding member value.

- Practice specialties and common interest groups delivered nearly 70 educational webinars offering opportunities to earn CEUs.

- We recognized nearly 3,000 volunteers for their outstanding service to ASSP through our enhanced volunteer recognition program.

- Our awards and honors program recognized the achievements of 54 members and their contributions to ASSP and the profession.

Revenue from standards and technical services totaled more than \$1.1 million. As a leader in the development of OSH standards, ASSP works to advance best practices recognized in the U.S. and internationally. During the year, ASSP:

- continued to lead on standards focusing on the top 10 causes of occupational injuries, illnesses and fatalities including fall protection and fall arrest; and standards on construction and demolition topics such as the use of drones, heat exposure, excavation and roofing

- updated standards addressing innovative occupational health and safety management systems

- distributed more than 14,000 standards through sales, distributors, special events and educational offerings and engaged nearly 1,400 volunteers representing more than 500 organizations, resulting in 15 new or revised industry consensus standards, technical reports and guidance documents

The ASSP Foundation builds a strong pipeline of OSH professionals through a diverse portfolio of academic scholarships, career development grants and free education. This work aims to make all industries safer and continues to strengthen programs and leverage resources to better serve the safety community. This year's highlights include:

- The ASSP Foundation received a second Susan Harwood Grant to create virtual classroom safety training on infectious disease, free for the safety community. More than 3,300 people have registered for courses created by ASSP under the grant.

- We also awarded nearly \$300,000 in academic scholarships and career development grants.

- Along with the Society, the ASSP Foundation donated to the Triangle Shirtwaist Factory Memorial remembering those who perished in hazardous working conditions and honoring the OSH community for its work to prevent future tragedies.

- The ASSP Foundation funded research on an educational framework intended to identify the skills and training OSH professionals need to advance at every stage of their careers.

With an eye toward the future, the Board of Directors continues to lead through challenging times. With the support of membership, volunteer leaders and professional staff, ASSP's financial position remains strong and its future is bright.

Linda M. Tapp, CSP, ALCM, CPTD

American Society of Safety Professionals and American Society of Safety Professionals Foundation

Consolidating Statement of Activities

Year ended March 31, 2023

	ASSP	ASSP Foundation		Eliminations	Total
		Without donor restrictions	With donor restrictions		
Revenue					
Professional Development	\$7,626,448	--	--	--	\$7,626,448
Membership/Communities	5,428,904	--	--	--	5,428,904
Standards/Technical Services	1,103,585	--	--	--	1,103,585
Other revenue	376,272	--	--	--	376,272
Communications/ <i>Professional Safety</i>	324,378	--	--	--	324,378
Employee retention credit	5,514	--	--	--	5,514
Foundation contributions	--	\$244,657	\$336,640	--	581,297
Foundation grant revenue	39,989	106,543	--	\$(39,989)	106,543
Foundation investment income	--	11,740	134,180	--	145,920
Release of net assets arising from satisfaction of restrictions	--	268,529	(268,529)	--	--
	\$14,905,090	\$631,469	\$202,291	\$(39,989)	\$15,698,861
Expenses					
Program:					
Professional Development	\$6,797,784	--	--	--	\$6,797,784
Standards/Technical Services	1,170,360	--	--	--	1,170,360
Professional Affairs/Research	14,909	--	--	--	14,909
Communications/ <i>Professional Safety</i> Foundation	1,322,384	--	--	--	1,322,384
	--	\$634,606	--	\$(39,989)	594,617
Supporting services:					
Administration	2,332,546	186,581	--	--	2,519,127
Membership/Communities	3,021,977	--	--	--	3,021,977
Fundraising	--	77,374	--	--	77,374
	\$14,659,960	\$898,561	--	\$(39,989)	\$15,518,532
Increase (decrease) in net assets from operations before other items	\$245,130	\$(267,092)	\$202,291	--	\$180,329
Other items					
Discretionary staff rewards and recognition	\$(293,174)	--	--	--	\$(293,174)
Net periodic benefit income	4,901	--	--	--	4,901
Pension-related changes other than net periodic benefit income	24,497	--	--	--	24,497
Unrealized and realized gain on investments, net of fees	(895,047)	\$(543,879)	--	--	(1,438,926)
Expenditures of designated funds	(422,081)	--	--	--	(422,081)
In-kind contribution from Society to Foundation	(117,840)	117,840	--	--	--
	\$(1,698,744)	\$(426,039)	--	--	\$(2,124,783)
(Decrease) Increase in net assets	\$(1,453,614)	\$(693,131)	\$202,291	--	\$(1,944,454)
Net assets					
Beginning of year	\$14,602,147	\$2,886,053	\$4,264,624	--	\$21,752,824
End of year	\$13,148,533	\$2,192,922	\$4,466,915	--	\$19,808,370

The above financial statements have been extracted from the complete audited financial statements on file in the association's office. The audit was performed by RSM US LLP.

American Society of Safety Professionals and American Society of Safety Professionals Foundation

Consolidating Statement of Financial Position

March 31, 2023

	ASSP	ASSP Foundation	Eliminations	Total
Assets				
Cash and cash equivalents	\$7,163,161	\$411,168	--	\$7,574,329
Investments	13,250,556	6,407,737	--	19,658,293
Interorganization balances	133,941	(133,941)	--	--
Accounts receivable, net	529,388	22,914	\$(15,778)	536,524
Inventory, net	119,113	86	--	119,199
Prepaid expenses, deposits and other assets	1,282,922	13,423	--	1,296,345
Operating leases right-of-use asset	137,236	--	--	137,236
Property and equipment, net	3,306,767	--	--	3,306,767
	\$25,923,084	\$6,721,387	\$(15,778)	\$32,628,693
Liabilities and net assets				
Liabilities				
Accounts payable:				
Trade	\$568,104	\$41,922	--	\$610,026
Chapters	83,366	--	--	83,366
Accrued wages and related costs	910,212	--	--	910,212
Other accrued expenses	370,854	19,628	\$(15,778)	374,704
Accrued pension obligation	1,480,541	--	--	1,480,541
Deferred compensation	236,642	--	--	236,642
Deferred membership dues	3,178,087	--	--	3,178,087
Deferred meeting and other revenue	5,810,580	--	--	5,810,580
Lease liability—operating	136,165	--	--	136,165
	\$12,774,551	\$61,550	\$(15,778)	\$12,820,323
Net assets				
Without donor restriction:				
Undesignated	\$12,347,521	\$1,673,904	--	\$14,021,425
Board designated	801,012	519,018	--	1,320,030
	\$13,148,533	\$2,192,922	--	\$15,341,455
With donor restriction	--	\$4,466,915	--	\$4,466,915
	\$13,148,533	\$6,659,837	--	\$19,808,370
	\$25,923,084	\$6,721,387	\$(15,778)	\$32,628,693

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