

## A MESSAGE FROM THE 2021-22 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. While it was a period of rebound and recovery during an ongoing pandemic, it was also a highly progressive time that resulted in a historic governance change.

Our former House of Delegates (HOD) approved revisions to the ASSP bylaws in March that saw the HOD transition to a board-standing committee known as the Advisory Group. The positive impact on our membership moving forward is best described in terms of influence, inclusivity, business agility and value.

That vital decision to advance ASSP from an outdated governance model to a modern authority structure affects how our organization now conducts business every day, how we remain competitive in the marketplace, and how we deliver greater value to members and other stakeholders while effectively supporting our staff. Our courage to think differently and act differently has better positioned ASSP for sustained success.

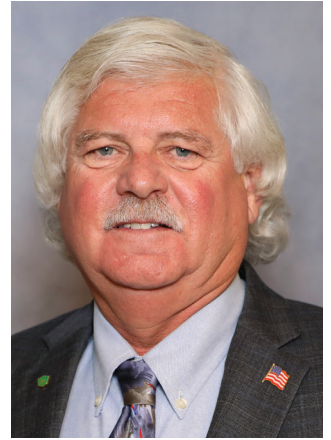
Through the governance change, we are elevating member voice and creating more inclusive opportunities for members to have meaningful input that will influence the Society's direction. The first Advisory Group is

in place and consists of many enthusiastic and engaged members ready to share their personal and professional insights to inform board decisions and advance the OSH profession.

On the topic of critical change, I continue to be encouraged by our commitment to diversity, equity and inclusion (DEI). As part of our journey to create a welcoming and transparent environment, we are examining and adjusting all of our operations, policies and culture. This includes updates to our Society Operating Guideline on diversity. We also continued to provide learning opportunities designed to help our members better understand how societal issues such as racism and systemic inequities can impede career advancement, undermine workplace safety and disenfranchise workers.

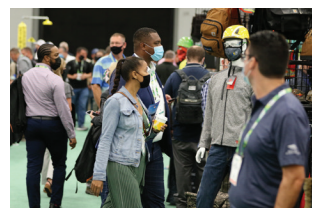
Elevating DEI strengthens an organization in countless ways while making the workplace safer. It is the proper path forward for our Society and our profession, and it is a comprehensive effort that never ends. I am looking forward to our first virtual DEI summit that is expected in early 2023. This event will help our members deepen their understanding of how DEI impacts our profession and how we can incorporate DEI principles to improve outcomes.

As has often been the case throughout our history, ASSP's annual conference was a major highlight of the past fiscal year. Last Septem-



**Brad Giles**  
2021-22  
ASSP President

While we face new challenges ahead, let's continue to embrace change so we can create an even stronger future for our Society and our profession.



**Safety 2021**, our signature event, brought OSH professionals back together for in-person learning while also providing a successful online component—our first hybrid event.

# ANNUAL REPORT

ber, our Safety 2021 Professional Development Conference and Exposition was a major step forward in Austin, TX. Our signature event brought safety and health professionals back together for in-person learning while also providing a successful online component. That 60th PDC was the first time we had ever organized a hybrid experience.

Safety 2021 welcomed nearly 5,000 registered attendees in person and online, and that number more than doubled the attendance of our virtual conference in 2020. The event's success—our fourth-highest attendance in history—reflected our commitment to help advance OSH worldwide during a challenging time. It was also a testament to our proactive implementation of comprehensive safety and health protocols at the Austin Convention Center. It was a great example of our need to constantly adapt to the changing world of work.

We used our experience in Austin to enhance our SafetyFOCUS 2022 immersive education experience 5 months later. The 10-day event at the end of February featured in-person and online components for the first time, with courses presented in person in Phoenix, AZ, and online in ASSP's Live Virtual Classroom. That success prompted the expansion of SafetyFOCUS to twice a year. The education event will return in late October with a 5-day session in person in Columbia, MD, and online. It's exciting to see our Society build on our successes to do even more for our stakeholders.

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 17 voluntary consensus standards, technical reports and guidance documents, engaging more than 1,300 volunteers who represent 500 organizations. We also distributed

more than 20,000 standards through sales, distributors, special events and educational offerings—a clear reflection of our major commitment to advancing workplace safety and health.

We also demonstrate that commitment by providing a strong professional community. Members engaging across our communities increased across the spectrum of chapters, practice specialties, common interest groups and student sections. For example, more than 70% of members who engage in common interest groups rate their experience as valuable. And 7 out of 10 members who participate in their local chapter find that experience to be valuable.

As we look ahead, we know we cannot predict the future, but we can 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. Your contributions are appreciated and valued more than ever as we manage our way out of the COVID-19 era. Your input and insights remain essential to advancing OSH worldwide.

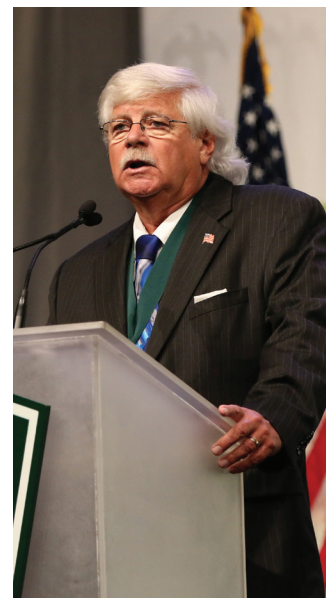
While we face new challenges ahead, let's continue to embrace change so we can create an even stronger future for our Society and our profession. Your thoughtfulness, creativity and commitment will always be the foundation of our success. Thank you for continuing to contribute to our future.



**Bradley D. Giles, P.E., CSP, STS,  
FASSP, GIOSH**



By taking part in events such as Safety 2021, members experience a vital community of OSH professionals that helps them grow professionally through education and networking.





## 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.

LAUNCHED HYBRID  
EXPERIENCE FOR SAFETY 2021  
**4,993** ATTENDEES  
**153** SESSIONS  
**371** EXHIBITORS

SERVED OUR MEMBERSHIP OF  
**36,240**  
OSH PROFESSIONALS

DELIVERED EDUCATION TO  
**6,600**  
PEOPLE WHO EARNED  
**23,000**  
CEUs

PUBLISHED  
**90**  
ARTICLES & INTERVIEWS  
IN PROFESSIONAL SAFETY  
JOURNAL

DISTRIBUTED  
**20,000**  
STANDARDS

PROVIDED  
**65**  
LIVE & ONLINE COURSES FOR  
**580**  
SafetyFOCUS ATTENDEES

## A MESSAGE FROM THE VICE PRESIDENT, FINANCE



**Linda Tapp**  
2021-22  
Vice President, Finance

Despite the challenging environment, during FY22 the board continued to focus on our three goals. With the support of membership, volunteer leaders and staff, ASSP's financial position improved, and we achieved a historic shift in governance.

**Fiscal year (FY) 2022** was a year of recovery for ASSP. While the impacts of COVID-19 continued to be felt, ASSP's focus on three key goals—meet plan and manage cash; revenue growth; and governance—enabled the Board of Directors to lead through the pandemic uncertainty. As a result, FY22 proved to be a strong year financially, as revenue, operating profit and net assets all improved. ASSP revenue grew to \$13.7 million with expenses of \$13.4 million. Income from budgetary operations increased to about \$363,000.

Nonbudgetary items, particularly proceeds from insurance claims and forgiveness of ASSP's Paycheck Protection Program loan, also contributed significantly to ASSP's increase in net assets of \$2.6 million. ASSP Foundation net assets increased about \$233,000 due to investment gains. As a result, consolidated net assets increased \$2.8 million as of March 31, 2022.

Professional development and educational offerings continued to evolve. For the first time, ASSP offered a hybrid experience for Safety 2021, our professional development conference and exposition (PDC). ASSP welcomed 4,993 registered attendees in person (2,402) and online (2,591), with virtual conference attendance more than doubling the 2020 event. The PDC continues to be one of America's largest conferences for workplace safety and health professionals. More than half of attendees were newcomers. Safety 2021 also featured an exposition with 371 vendor booths over 65,000 sq ft, a key feature of the in-person experience.

We also revamped our traditional winter event, SafetyFOCUS, to be an immersive hybrid educational experience, drawing more than 580 attendees with 65 live and online courses. In addition to this event, ASSP trained more than 6,600 safety professionals, awarding nearly 23,000 continuing education units with self-paced and instructor-led courses.

Membership and communities revenue totaled about \$5.4 million, with membership totaling 36,240 on April 1, 2022. Highlights include:

- The House of Delegates approved revisions to the ASSP bylaws that transformed that body into the Advisory Group, a proactive standing board committee. The Advisory Group will be continuously involved in sharing insight and feedback that inform board decisions, helping to shape the Society and impact the OSH profession.

- As part of our commitment to DEI, and supported by the DEI Task Force recommendations, we introduced an anonymous review process to all council and committee

appointments and board elected positions. This improvement helps ensure a broad range of member representation and experiences on ASSP councils and committees.

- We provided guidance, support and resources to help ASSP chapters safely resume in-person meetings, gatherings and events.

- Practice specialties and common interest groups delivered more than 60 virtual educational webinars offering additional CEU-earning opportunities to ASSP members.

Revenue from standards and technical services totaled more than \$957,000. 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 confined spaces and lockout/tagout concerns; fall protection and fall arrest; and construction and demolition topics such as the use of drones, heat exposure, excavation and roofing

- continued efforts to move training forward with a revised standard addressing hydrogen sulfide and new training techniques

- distributed more than 20,000 standards through sales, distributors, special events, and educational offerings and engaged more than 1,300 volunteers representing some 500 organizations, resulting in 17 new or revised industry consensus standards, technical reports and guidance documents

The ASSP Foundation helps build a strong pipeline of OSH professionals to make all industries safer and continues to strengthen programs and leverage resources to better serve the safety community. Examples include:

- receiving a Susan Harwood grant to create virtual classroom safety training, free for the safety community

- awarding about \$363,000 in scholarships and grants

- funding introductory microlearning modules for the safety community, in partnership with ASSP

Despite the challenging environment, during FY22 the board continued to focus on our three goals. With the support of membership, volunteer leaders and staff, ASSP's financial position improved, and we achieved a historic shift in governance. Together, our future is bright.

**Linda M. Tapp, CSP, ALCM, CPTD**

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

## Consolidated Statement of Activities With Consolidating Information

Year ended March 31, 2022 (with comparative totals for 2021)

	2022 Consolidating Information				2021 (Consolidated)
	ASSP	ASSP Foundation		Total	
		Without donor restriction	With donor restriction		
<b>Revenue</b>					
Professional Development	\$6,340,618	--	--	\$6,340,618	\$4,371,029
Membership/Communities	5,369,269	--	--	5,369,269	5,483,060
Standards/Technical Services	957,409	--	--	957,409	824,683
Other revenue	231,038	--	--	231,038	231,149
Communications/ <i>Professional Safety</i>	388,377	--	--	388,377	478,812
Employee retention credit	455,244	--	--	455,244	405,095
Foundation contributions	--	\$256,820	\$356,626	613,446	323,813
Foundation grant revenue	--	--	3,135	3,135	--
Foundation investment income	--	(21,006)	102,524	81,518	90,457
Release of net assets arising from satisfaction of restrictions	--	332,901	(332,901)	--	--
	<b>\$13,741,955</b>	<b>\$568,715</b>	<b>\$129,384</b>	<b>\$14,440,054</b>	<b>\$12,208,098</b>
<b>Expenses</b>					
Program:					
Professional Development	\$5,483,185	--	--	\$5,483,185	\$4,302,760
Standards/Technical Services	1,175,970	--	--	1,175,970	1,403,974
Professional Affairs/Research	19,730	--	--	19,730	30,508
Communications/ <i>Professional Safety</i> Foundation	1,207,496	--	--	1,207,496	1,214,273
	--	\$485,803	--	485,803	413,870
Supporting services:					
Administration	2,240,339	193,917	--	2,434,256	2,137,484
Membership/Communities	3,252,050	--	--	3,252,050	3,682,925
Fundraising	--	79,217	--	79,217	52,607
	<b>\$13,378,770</b>	<b>\$758,937</b>	<b>--</b>	<b>\$14,137,707</b>	<b>\$13,238,401</b>
<b>Increase (decrease) in net assets from operations before other items</b>	<b>\$363,185</b>	<b>\$(190,222)</b>	<b>\$129,384</b>	<b>\$302,347</b>	<b>\$(1,030,303)</b>
<b>Other items</b>					
Discretionary staff rewards and recognition	(424,012)	--	--	(424,012)	--
Net periodic benefit income (cost)	146,989	--	--	146,989	(542,627)
Pension-related changes other than net periodic benefit income (cost)	227,177	--	--	227,177	3,202,957
Unrealized and realized gain on investments, net of fees	333,883	190,332	--	524,215	4,097,187
Expenditures of designated funds	(73,510)	--	--	(73,510)	(58,328)
Proceeds from insurance claims	622,550	--	--	622,550	3,702,633
Gain from Paycheck Protection Program loan forgiveness	1,516,700	--	--	1,516,700	--
In-kind contribution from Society to Foundation	(104,109)	104,109	--	--	--
	2,245,668	294,441	--	2,540,109	10,401,822
<b>Increase in net assets</b>	<b>2,608,853</b>	<b>104,219</b>	<b>129,384</b>	<b>2,842,456</b>	<b>9,371,519</b>
<b>Net assets</b>					
Beginning of year	\$11,993,294	\$2,781,834	\$4,135,240	\$18,910,368	\$9,538,849
End of year	<b>\$14,602,147</b>	<b>\$2,886,053</b>	<b>\$4,264,624</b>	<b>\$21,752,824</b>	<b>\$18,910,368</b>

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

### Consolidated Statement of Financial Position With Consolidating Information

March 31, 2022 (with comparative totals for 2021)

	2022 Consolidating Information			2021
	ASSP	ASSP Foundation	Total	(Consolidated)
<b>Assets</b>				
Cash and cash equivalents	\$8,015,330	\$351,627	\$8,366,957	\$4,328,562
Investments	10,402,379	6,798,331	17,200,710	16,685,135
Interorganization balances	14,046	(14,046)	--	--
Accounts receivable, net	1,043,454	3,737	1,047,191	5,133,797
Inventory, net	138,434	96	138,530	180,358
Prepaid expenses, deposits and other assets	1,008,443	14,077	1,022,520	704,484
Property and equipment, net	3,318,991	--	3,318,991	3,454,205
	<b>\$23,941,077</b>	<b>\$7,153,822</b>	<b>\$31,094,899</b>	<b>\$30,486,541</b>
<b>Liabilities and net assets</b>				
<b>Liabilities</b>				
Accounts payable:				
Trade	\$583,483	\$2,037	\$585,520	\$1,391,411
Chapters	88,907	--	88,907	84,166
Accrued wages and related costs	995,159	--	995,159	987,734
Other accrued expenses	373,003	1,108	374,111	292,806
Paycheck Protection Program loan	--	--	--	1,516,700
Accrued pension obligation	1,509,939	--	1,509,939	1,884,105
Deferred compensation	263,599	--	263,599	262,573
Deferred membership dues	3,175,607	--	3,175,607	3,201,168
Deferred meeting and other revenue	2,349,233	--	2,349,233	1,955,510
	<b>\$9,338,930</b>	<b>\$3,145</b>	<b>\$9,342,075</b>	<b>\$11,576,173</b>
<b>Net assets</b>				
Without donor restriction:				
Undesignated	\$14,502,106	\$2,359,142	\$16,861,248	\$14,071,042
Board designated	100,041	526,911	626,952	704,086
	<b>\$14,602,147</b>	<b>\$2,886,053</b>	<b>\$17,488,200</b>	<b>\$14,775,128</b>
With donor restriction	--	\$4,264,624	\$4,264,624	\$4,135,240
	<b>\$14,602,147</b>	<b>\$7,150,677</b>	<b>\$21,752,824</b>	<b>\$18,910,368</b>
	<b>\$23,941,077</b>	<b>\$7,153,822</b>	<b>\$31,094,899</b>	<b>\$30,486,541</b>

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