



Repositioning ASSP for Success

Overview: Aligned to our commitment made in 2014 to consistently evaluate and evolve governance, ASSP aims to modernize our governance model to achieve an agility and accountability that would keep the Society strong in a rapidly changing world while creating year-round opportunities for member voice to influence Society decisions. Over the past year, we have been reminded how unpredictable events can cripple organizations not designed to respond quickly to shifting environments. Governance structures work well in the era they are created, but over time associations must adapt to modern business practices to secure long-term survival. Organizations that evolve from outdated governance models can more efficiently function in today's world and avoid financial threats. It's the path ASSP must follow to stay competitive, remain valuable to members and maintain our position as a global occupational safety and health leader. Without this evolution, the Society's future is put at considerable risk.

► **For ASSP, modernizing governance to strengthen our future and increase member voice involves a transition from a House of Delegates to an at-large advisory group, empowering the Board of Directors to fully govern the Society. This shift would align ASSP with best practices of today's nonprofit professional organizations, emphasize inclusivity and position the advisory group to inform and influence the Board.**

Less than 5 percent of associations have a House of Delegates. This division of authority impedes decision-making and exposes ASSP to legal and financial risks under Illinois law, which holds the Board fully responsible for our organization. Having one governing body would protect ASSP and allow the Society to fulfill all legal obligations.

Advantages of a modern governance system are many – creating an agile infrastructure by which the Society can ensure assets are protected and effectively managed. Versatility in daily operations safeguards long-term viability.

Committed to the Society's greater good, a Governance Task Force involving many stakeholder groups studied this issue over several months and confirmed the need for change. It strongly recommended ASSP evolve governance to create an inclusive member engagement opportunity to bring forward member voice and inform leader decisions.

What ASSP Would Gain From the Change:

- 1) The voice of ASSP membership would be more easily heard with increased opportunities to engage.
- 2) With an advisory group open to all interested members, the new governance model would embrace diversity, foster inclusion and create equitable opportunities for all, without restrictions on participation.
- 3) Following best practices would ensure the Board of Directors is driven by credible data, market research and vital year-round counsel from the advisory group. ASSP's membership would retain authority over many issues, including merger plans, the sale or lease of property, and the Society's name and purpose.
- 4) ASSP's checks and balances grow stronger when the Board's authority aligns with legal requirements. The Board has fiduciary responsibility by law but does not have full control over where funds are invested.
- 5) The ability to swiftly act on market opportunities and implement solutions much faster than today's process.

ASSP relies on volunteerism and member contributions that make up the heart of our Society. Members will always play a vital role in defining our world-class organization. Your involvement is needed! Evolving our governance to create an agile infrastructure maximizes ASSP's potential, secures our future and delivers high member value.

Thank you for engaging with ASSP. Your support and influence help advance our Society! Questions or comments? Please email our staff at governance@assp.org. Get more information at assp.org/governance.

