



AMERICAN SOCIETY OF  
SAFETY PROFESSIONALS



# Impact Report

Organizational Performance &  
Financial Statements

2025

# Who We Are

## Our Mission

We are the community that protects people, property and the environment.

## Our Vision

Safety, health and well-being are inherent rights of every worker.

## Our Values



# Message from the 2024-25 & 2025-26 ASSP Presidents

As we reflect on ASSP's progress, we are proud of the strides made to advance the safety profession and strengthen the Society as a trusted, forward-looking organization. ASSP has experienced meaningful momentum, driven by its mission, strong governance and a commitment to evolving alongside the profession it serves.

ASSP expanded education and professional development, introduced new tools and partnerships, strengthened engagement across the Society and advanced our advocacy efforts on behalf of the safety and health community. We invested intentionally in workforce development and the ASSP Foundation to help ensure a strong, sustainable future for the profession.

Organizational priorities included modernizing systems, improving processes and listening closely to feedback to better support our members, volunteers and partners. These efforts reflect ASSP's commitment to remaining a trusted resource and professional home for safety professionals today and in the years ahead.

While the financial statements in this report cover fiscal year 2024-25, the highlights reflect achievements from the 2025 calendar year. We're pleased with how ASSP continues to evolve while staying grounded in its mission to protect people, property and the environment.

Thank you for being part of the ASSP community. It is an honor to serve this profession and to advance safety excellence together.

**Together, we protect. We prepare. We advance.**



*Linda M. Tapp*

**Linda Tapp,**  
ALCM, CPTD, CSP



*Pamela Walaski*

**Pamela Walaski,**  
CSP, FASSP

Across industries and around the world, our members put people first—protecting workers, adapting to change and leading with care.

# A Message From the Vice President of Finance

Fiscal year 2024-25 was strong and steady for ASSP. Responsible financial management kept us aligned with our strategic priorities and positioned us to continue delivering value to our members.

Membership and communities revenue totaled approximately \$5.4 million, supported by 35,696 members. In addition, standards and technical services generated nearly \$1 million, reflecting ASSP's leadership in advancing occupational safety and health standards recognized in the U.S. and globally.

As we look ahead, ASSP remains well positioned to invest in the programs, partnerships and standards that matter most to our members. Thank you for your continued trust and support.



*Thomas E. Kramer*

**Tom Kramer,**  
P.E., CSP

## 2024-25 Financial Snapshot



**\$5.4M**

Membership &  
communities revenue



**\$1M**

Standards &  
technical services



**35,696**

Members served

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

Consolidated Statement of Financial Position | Year Ended March 31, 2025

## Assets

Cash and cash equivalents	\$5,615,699
Investments	24,936,774
Accounts receivable, net	842,313
Inventory, net	80,977
Prepaid expenses, deposits and other assets	1,277,796
Operating leases right-of-use assets	55,491
Property and equipment, net	288,652

**\$37,097,702**

## Liabilities and Net Assets

### Liabilities:

Accounts payable:	
Trade	\$801,915
Chapters	82,315
Accrued wages and related costs	1,023,508
Other accrued expenses	676,008
Accrued pension obligation	168,704
Deferred membership dues	3,134,218
Deferred meeting and other revenue	6,320,220
Lease liabilities—operating	54,574

**\$12,261,462**

### Net assets:

Without donor restrictions:	
Undesignated	\$19,921,735
Board-designated	553,416
	20,475,151
With donor restrictions	4,361,089

**\$24,836,240**

## Total Net Assets & Liabilities

**\$37,097,702**

The 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 | Year Ended March 31, 2025

		American Society of Safety Professionals	American Society of Safety Professionals Foundation				
			Without Donor Restrictions	With Donor Restrictions	Eliminations	Total	
<b>Revenue:</b>	Professional development	\$ 12,124,553	\$ -	\$ -	\$ -	\$ 12,124,553	
	Membership/communities	5,404,073	-	-	-	5,404,073	
	Standards and technical services	974,229	-	-	-	974,229	
	Other revenue	748,657	-	-	-	748,657	
	Communications/professional safety	501,620	-	-	-	501,620	
	Foundation contributions	-	173,017	106,512	-	279,529	
	Foundation investment income	-	203,634	6,500	-	210,134	
	Release of net assets arising from satisfaction of restrictions	-	287,922	(287,922)	-	-	
			<b>19,753,132</b>	<b>664,573</b>	<b>(174,910)</b>	<b>-</b>	<b>20,242,795</b>
<b>Expenses:</b>	Program:						
	Professional development	9,510,158	-	-	-	9,510,158	
	Standards and technical services	1,694,355	-	-	-	1,694,355	
	Professional/academic affairs and research	93,908	-	-	-	93,908	
	Communications/professional safety	1,152,482	-	-	-	1,152,482	
	Foundation	-	468,168	-	-	468,168	
	Supporting services:						
	Administration	2,264,759	223,720	-	-	2,488,479	
	Membership/communities	3,238,032	-	-	-	3,238,032	
Fundraising	-	105,031	-	-	105,031		
		<b>17,953,694</b>	<b>796,919</b>	<b>-</b>	<b>-</b>	<b>18,750,613</b>	
<b>Other items:</b>	<b>Increase (decrease) in net assets before other items</b>	<b>1,799,438</b>	<b>(132,346)</b>	<b>(174,910)</b>	<b>-</b>	<b>1,492,182</b>	
	Discretionary staff rewards and recognition	(484,255)	-	-	-	(484,255)	
	Net periodic benefit income	(183,157)	-	-	-	(183,157)	
	Pension-related changes other than net periodic benefit cost	(169,410)	-	-	-	(169,410)	
	Unrealized and realized gain on investments net of fees	390,245	180,976	-	-	571,221	
	Expenditures of designated funds	(111,849)	-	-	-	(111,849)	
	In-kind contribution from Society to Foundation	(152,854)	152,854	-	-	-	
			<b>(711,280)</b>	<b>333,830</b>	<b>(174,910)</b>	<b>-</b>	<b>(377,450)</b>
	<b>Increase (decrease) in net assets</b>	<b>1,088,158</b>	<b>201,484</b>	<b>(174,910)</b>	<b>-</b>	<b>1,114,732</b>	
Beginning	16,328,356	2,857,153	4,535,999	-	23,721,508		
<b>Ending</b>	<b>\$ 17,416,514</b>	<b>\$ 3,058,637</b>	<b>\$ 4,361,089</b>	<b>\$ -</b>	<b>\$ 24,836,240</b>		

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# Advancing Safety Through Strategy, Leadership & Impact

In 2025, ASSP made meaningful progress across every area of its work—strengthening the Society, advancing the safety profession and positioning ASSP for continued impact in a changing world. Guided by our mission and CLEAR values, the year reflected steady momentum, purposeful investment and a strong commitment to serving the profession with excellence.



# A Strong & Engaged Member Community

Strengthening connection, belonging and professional identity

ASSP strengthened member loyalty and engagement by focusing intentionally on the quality of everyday touchpoints and opportunities for connection. These efforts deepened relationships across the Society and reinforced ASSP's role as a professional home for safety practitioners at every career stage.



Our 2025 Member Needs Assessment shows that member loyalty has reached an all-time high! Our Net Promoter Score (NPS) surged to a record +61, officially placing ASSP in the "Excellent" category for satisfaction.

## ASSP by the Numbers



**35,000+**  
members across  
80 countries



Four Common  
Interest Groups and  
18 Practice Specialty  
Communities



**2,750+**  
volunteer leaders



**145**  
chapters across  
nine regions



# LEAD



# Education, Skills & Professional Growth

Delivering relevant, high-impact learning for a changing profession

ASSP delivered education and professional development designed to help safety professionals meet emerging challenges and advance their careers—through in-person events, digital learning, publications and new credentials.

## Highlights

- > Safety 2025 in Orlando welcomed more than 6,000 professional attendees and nearly 700 exhibitors
- > SafetyFOCUS served more than 225 EHS professionals across 250+ courses
- > Launched new credentials and programs, including the Robotics Educator Safety Awareness Certificate Program
- > Professional Safety Journal remained the #1-rated ASSP member benefit, publishing 82 peer-reviewed and practitioner-focused articles
- > 25 **The Case for Safety** podcasts, bringing conversations with workplace safety experts across industries.
- > Hosted 70 community webinars, engaging 4,775 registrants



# Workforce Development & Foundation Impact

Investing in people and the future of the profession

Building a strong, sustainable safety profession remained a priority. Through workforce development initiatives and the work of the ASSP Foundation, ASSP expanded awareness of safety careers, supported professional growth and reduced barriers to education.

## Highlights

- > Engaged more than 5,000 school counselors at the American School Counselors Association national conference, representing nearly 2 million students
- > Piloted the Safety as a Career Resource Kit to introduce safety as a profession
- > Supported more than 150 EHS professionals through free career coaching
- > Awarded \$300,000 in scholarships and grants
- > Supported nine families who were affected by a workplace tragedy
- > Recognized more than 4,500 donors
- > Celebrated the largest gift in ASSP history: \$325,000 from BCSP

**“The historic BCSP gift enables our ASSP Foundation to actively develop program enhancements and new initiatives, bolstering our efforts in creating the safety and health workforce of the future.”**



*Linda M. Tapp*

**Linda Tapp,**  
2025-26 ASSP President



# Standards & Professional Practice Leadership

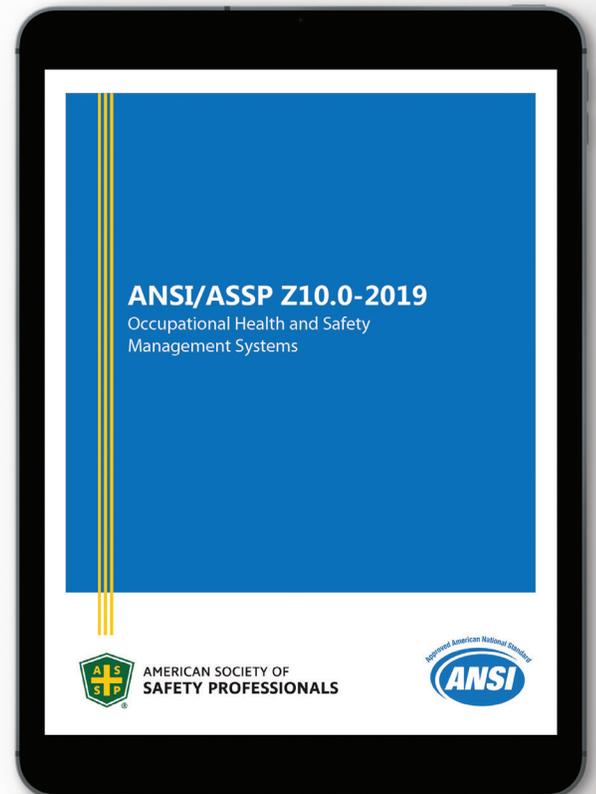
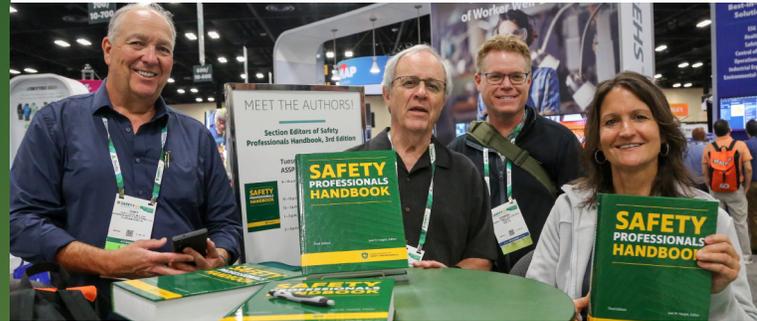
Advancing consensus standards and modern EHS practice

ASSP continued to lead the development and continuous improvement of industry consensus standards that promote safe work environments, improve productivity and drive continuous improvement.

## Highlights

- > ASSP launched Safety Trekr AI™, its first product-based AI tool, delivering expert guidance drawn from the Safety Professionals Handbook in a new, accessible way
- > Worked to move safety beyond compliance to a strategic business driver
- > Built the framework for Standards-Based User Groups (SBUGs)
- > Secured the first technology partner to integrate Z10/Z16/45001 standards

Our work strengthens professional practice and supports organizations in achieving safer, more effective operations.



Safety Trekr AI empowers safety professionals to perform their jobs with unprecedented speed and effectiveness.

# ASSP Standards

By the Numbers:

**3** New standards developed

**13** Standard committees supported

**79** ANSI/ASSP standards and technical reports actively maintained

# Advocacy & Strategic Partnerships

Influencing policy and amplifying the voice of safety

ASSP conducted sustained and strategic advocacy to strengthen the federal occupational safety and health infrastructure, elevate evidence-based policy and advance modern occupational EHS practices that protect workers and support the safety profession.

## Highlights

- > **Influenced National Heat Safety Policy:** Helped shape OSHA's proposed heat standard by elevating practitioner- and standards-based prevention approaches.
- > **Positioned EHS as Business Value:** Co-launched the Core Principles of Modern EHS Practices, with nearly 100 organizations expressing support and/or endorsement (public and private), reframing EHS as essential to workforce well-being and performance.
- > **Strengthened Federal Partnerships:** Reinforced ASSP's role as a trusted advisor through active participation in OSHA Alliance Forums and Construction Roundtables.
- > **Protected Federal Safety Capacity:** Advocated for sustained funding for OSHA, MSHA and NIOSH to support prevention, research and safety data systems.
- > **Preserved Critical NIOSH Programs:** Contributed to reinstating key NIOSH functions, including Health Hazard Evaluations and PPE and respiratory health programs.
- > **Expanded Strategic Safety Partnerships:** Formalized new MOUs with SAIA and CSRA to advance construction safety and research-to-practice solutions.
- > **Unified the Safety Community:** Including convening, coordination and facilitation across diverse partner organizations to advance alignment on modern EHS practices.
- > **Defended Safety Data and Workforce Development:** Supported protections for Bureau of Labor Statistics (BLS) safety data, independent oversight and federal workforce development priorities.

# Current Memoranda of Understanding (MOUs)

Through our MOUs, ASSP is committed to collaborating with like-minded organizations in areas and on projects of mutual interest, including government relations and public policy, education and training, research and development of best practices, and outreach on key OSH issues.

A3 (Association for Advancing Automation)

American Industrial Hygiene Association (AIHA)

BCSP (Board of Certified Safety Professionals)

Construction Safety Research Alliance (CSRA)

International Safety Equipment Association (ISEA)

Mechanical Contractors Association of America (MCAA)

National Electrical Contractors Association (NECA)

NIOSH (National Institute of Occupational Safety & Health)

National Safety Council (NSC)

OSHA (Occupational Safety & Health Administration)

OneWISH: Women & Inclusion in Safety and Health

People Sustainability Global Summit

Safety for Non-Profits (S4NP)

Scaffold & Access Industry Association (SAIA)

U.S. Army Corps of Engineers (USACE)

Voluntary Protection Programs Participants' Association (VPPPA)





# Operational Excellence & Governance

Strengthening ASSP and its mission

ASSP modernized governance structures and invested in operational improvements to ensure long-term sustainability and effectiveness.

## Highlights

- > Modernized Board governance to enable more strategic, forward-looking leadership
- > Restructured the membership model to include Common Interest Groups and Practice Specialty Communities at no additional cost
- > Began Society-wide digital transformation effort to ensure ASSP remains prepared to meet the evolving needs of the profession

Together, these efforts positioned ASSP for sustained impact and long-term success.



# Looking Ahead

Built on a strong foundation and guided by clear strategic priorities, ASSP is positioned to carry the momentum of 2025 into 2026 and beyond—advancing safety excellence, influencing policy and practice, and supporting the evolving needs of the profession.