

ANNUAL REPORT

A MESSAGE FROM THE 2017-18 PRESIDENT

ANNUAL REPORT



Jim Smith
2017-18
ASSP President

It was my pleasure to be our Society's president for the majority of our 2017-18 fiscal year that ended March 31, and I proudly provide you this annual report that summarizes our organization's efforts during those 12 months. It was a period of growth and success as we remained focused on developing our four strategic pillars of education, advocacy, standards and member communities.

We continued to lead the evolution of voluntary occupational safety and health (OSH) standards of practice. For the first time in history, we have an international safety management system standard called ISO 45001 thanks to an effort spearheaded by the International Organization for Standardization and led by ASSP. Many believe it's the most significant safety and health standard in 50 years. We were instrumental in bringing together perspectives from more than 75 countries across six continents.

Through another project referred to as the Singapore Accord, we championed the approv-

al of the Occupational Health and Safety Professional Capability Framework, which begins to establish a barrier to enter our profession, accelerates our profession's maturation, enhances the profiles of members within their organizations, and ultimately improves injury prevention outcomes.

We continued to invest in helping the Center for Safety and Health Sustainability connect human capital metrics to organizational performance. This work is a major step toward ensuring that OSH programs are part of business discussions, corporate decision-making and investment choices.

The need for scientific research in our profession was put into the spotlight last fall when we brought together more than 40 leaders from business, professional organizations, academia and government for a research workshop in Chicago, IL, that created a new wave of progress. Academics and research are at the core of every well-developed profession, and safety should be no different. Our collaborative

It takes a team working together to achieve positive results, and we did exactly that in reaching new levels of accomplishment.



AMERICAN SOCIETY OF
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To advance safety, we are focused on attracting more students to the OSH profession, elevating practitioners' capabilities through education and promoting applied research.



research agenda aimed to fill gaps in our body of knowledge and put more evidence-based data into the hands of safety professionals, enabling them to better design and execute safety and health management programs that keep people alive and healthy on the job. This ultimately led to the creation of the Council on Academic Affairs and Research, ASSP's first new council in 20 years.

We have also addressed our physical assets and information technology to improve organizational performance and enhance our communication capability. We sold the former headquarters building in Des Plaines, IL, and invested to upgrade our IT infrastructure. Now we have not only a means for efficient data management and a new website, but also resources to better deliver our education offerings. We unveiled LearnEx courses and microlearning modules, our latest innovations in online learning. These avenues support our long-standing position as the preferred source for continuing education among OSH professionals.

The ASSP Foundation continues to help people realize their OSH education goals. Through generous donations, the Foundation awarded more than \$375,000 in scholarships and grants to 117 individuals in early 2018, an incredible 24% increase from 2017.

We increased our focus on bringing more students, young and new professionals, women, veterans, African Americans and Hispanics into the safety profession and our Society. In December, we held a free webinar that detailed the advantages and methods of transitioning into a post-military career in workplace safety and health. Leadership, loyalty and teamwork are not only characteristics of veterans, they are traits of a safety professional. Our profession presents a great opportunity for veterans to leverage the valuable skills they have acquired in the military.

In our role as a national safety leader, we developed an OSHA Reform Blueprint last year that detailed our priorities and vision for OSHA in a time of political change. The eight-page proposal called for reforms to emphasize the management of risk, sharpen the agency's focus on productive policies, and fill legislative and regulatory gaps that limit OSHA's ability to better protect workers. The blueprint for OSHA presented recommendations vetted by safety professionals from a wide variety of industries. It proposed strategies to shift the agency's main focus from solely managing compliance to more effectively reducing workplace risks. That change would bring America's regulatory practices in



(Left): 2017-18 ASSP President Jim Smith visited OSH students at several universities around the U.S. to share insights on career opportunities in the OSH profession and discuss the value of ASSP membership.

(Right): ASSP is secretariat of a wide range of voluntary consensus standards. Through these efforts, ASSP brings together diverse stakeholders and encourages collaboration to ensure that our standards always consider the latest industry developments and recognized best practices.

line with global trends while encouraging employer ownership of safety and health in their organizations.

Our 2017-18 fiscal year included a record-setting annual conference and exposition in Denver, CO, which attracted 5,484 registered attendees and 640 exhibitors, both all-time highs in the event's long history. Attendance was up more than 28% from the previous year. It is rewarding to see that our Society remains extremely relevant and valuable to our members, who are so enthusiastic about growing personally and professionally. Our annual conference continues to bring together safety and health professionals from around the world who learn about best practices, industry trends and the latest product innovations in the OSH field.

Let's not forget about all of the hard work and research from volunteer leaders and staff that helped us transition from ASSE to ASSP. Our House of Delegates supported the change last year, then an overwhelming majority of members voted to make it happen. ASSP better reflects who our members really are, and it is more inclusive and welcoming to all safety and health practitioners and professionals. The yearlong implementation effort was well received by members and stakeholders.

We must keep advocating for our great profession and this outstanding organization. Let's continue to demonstrate to all stakeholders the value of our work. And let's speak up for safety at every opportunity. You are the best and brightest safety experts in the world without question, helping organizations everywhere improve their injury prevention outcomes every day.

Our 12-month period of growth and success is a credit to our dedicated volunteer leaders and talented staff members who never rest in advancing our Society. It takes a team working together to achieve positive results, and we did exactly that in reaching new levels of accomplishment. Thank you again for allowing me to be part of it all.

James D. Smith
James D. Smith, M.S., CSP

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A MESSAGE FROM THE VICE PRESIDENT, FINANCE



**Christine Sullivan
2017-18
Vice President, Finance**

ASSP's volunteer leaders and staff take our responsibility to manage ASSP resources seriously as we work to grow and improve our products and services.



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Fiscal Year (FY) 2018 proved to be an exceptional year for ASSP. The year began with a strong start due to an outstanding Professional Development Conference and Exposition in Denver, CO. Safety 2017 established records for both attendance and the exposition. In November, ASSP closed on the sale of the former headquarters office building in Des Plaines, IL, and the Board of Directors began the search for a new executive director to lead the organization. Throughout the year, ASSP membership, conferences and programs all continued to show strong results.

For the year, ASSP revenue reached \$18.7 million, about \$1.6 million better than last year. Consistent with the growth of our programs, our expenses also grew to about \$17.5 million, roughly \$500,000 more than in FY17. As a result, ASSP's reported income from budgetary operations totaled more than \$1.1 million, a significant improvement compared to last year. Nonbudgetary and unusual items, mainly the loss on the sale of the building, combined to offset this gain, and the Society's net asset position declined modestly to \$6 million. Net assets for the ASSP Foundation increased about \$342,000. Consolidated net assets for the Society and Foundation grew from \$11.6 million last year to \$11.8 million as of March 31, 2018.

ASSP's professional development offerings contribute the largest portion of revenue. Safety 2017, ASSP's largest event, attracted 5,484 attendees with 240 sessions, and 48 pre- and postconference seminars. Attendees included 2,135 newcomers to the conference as well as 291 global attendees from 41 countries. A record 640 exhibitors showcased their products and services in nearly 114,000 sq ft of space. Seminarfest and a variety of other courses, webinars and e-learning opportunities throughout the year also contribute to revenue.

Contributing almost \$5.2 million, membership and communities also provide a critical source of revenue to ASSP. As of April 1, 2018, total membership reached 38,439 including 13,160 professional members, 2,194 international members and 2,873 student members. In June 2017, the House of Delegates approved a \$30 dues increase that will reduce ASSP's dependence on event revenue and grow our resources in the coming years.

ASSP's volunteer leaders and staff take our responsibility to manage ASSP resources seriously as we work to grow and improve our products and services. Some highlights for FY18 include:

- Debuted LearnEx, a new learning model aimed at delivering formal courses and certificate courses entirely online.

- Hosted 221 ASSP leaders, representing 93 chapters, 18 practice specialties and four common interest groups at the 2017 Leadership Conference. First-time attendees accounted for 52% of participants.

- Hosted 147 student members from 44 universities at the 2017 Future Safety Leaders Conference.

- Broke revenue and attendee numbers at Seminarfest in February 2018, with a 3% increase in attendees compared to 2017.

- Continued to engage members via social media with more than 100,000 followers on LinkedIn, Facebook and Twitter.

- Published 22 standards, the most ever in a single year, including ISO 45001 and several standards for fall protection, and construction and demolition.

- Continued our technical publication efforts with the release of several new titles.

- Delivered more than 350 virtual events on OSH management and technical topics, and had more than 12,000 registrations for a webinar, on-demand webinar recording, virtual symposium or LearnEx course.

- Published 36 peer-reviewed articles, 20 best practices articles and 17 interviews with thought leaders in the profession in *Professional Safety*.

- Continued to expand the ASSP Foundation education and leadership development initiatives. With the OSH community's generosity, the Foundation awarded 139 scholarships and professional education grants totaling more than \$378,000, a 24% increase over last year. The Foundation also helped to develop the next generation of safety professionals by providing over \$33,000 in funding for the 2017 Future Safety Leaders Conference. Foundation grants to two universities helped with their expenses relating to ABET accreditation.

- The Foundation continued its 3-year research study on fatigue management, investing \$85,000 this past year, with results due at the end of 2018. This research will help safety professionals measure and manage fatigue in the workplace in order to reduce injury.

- Enhanced our IT capabilities with an upgraded association management system and new website that launched June 1.

With the commitment of more than 38,000 members around the world, the future is bright for our society and our profession. ASSP is well-positioned to continue to provide outstanding products and services for safety professionals around the world.

Christine M. Sullivan
Christine M. Sullivan, CSP, ARM

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

Consolidated Statement of Activities With Consolidating Information

Year ended March 31, 2018 (with comparative totals for 2017)

	2018 Consolidating Information					2017 (Consolidated)
	ASSP	Unrestricted	ASSP Foundation		Total	
			Temporarily Restricted	Permanently Restricted		
Revenue:						
Professional Development	\$10,502,422	--	--	--	\$10,502,422	\$9,253,826
Membership/Communities	5,173,988	--	--	--	5,173,988	4,996,993
Marketing	145,948	--	--	--	145,948	149,216
Standards and Technical Services	1,339,707	--	--	--	1,339,707	1,208,143
Administration	770,038	--	--	--	770,038	671,804
Communications/ <i>Professional Safety</i>	730,584	--	--	--	730,584	791,907
Foundation (contributions)	--	355,568	361,628	--	717,196	800,084
Foundation (investment income)	--	(145,945)	242,489	--	96,544	82,066
Release of net assets arising from satisfaction of restrictions	--	413,571	(413,571)	--	--	--
	\$18,662,687	\$623,194	\$190,546	-	\$19,476,427	\$17,954,039
Expenses:						
Program:						
Professional Development	\$5,965,764	--	--	--	\$5,965,764	\$5,815,397
Membership/Communities	1,760,408	--	--	--	1,760,408	1,763,121
Marketing	2,034,993	--	--	--	2,034,993	1,715,555
Standards and Technical Services	1,005,246	--	--	--	1,005,246	942,105
Professional Affairs	646,432	--	--	--	646,432	904,223
Communications/ <i>Professional Safety</i>	1,407,057	--	--	--	1,407,057	1,645,612
Foundation	--	833,715	--	--	833,715	796,601
Supporting services:						
Administration	4,044,162	--	--	--	4,044,162	3,633,067
Society governance	674,816	--	--	--	674,816	563,647
	\$17,538,878	\$833,715	--	--	\$18,372,593	\$17,779,328
Increase (decrease) in net assets from budgetary operations before nonbudgetary items	\$1,123,809	\$(210,521)	\$190,546	--	\$1,103,834	\$174,711
Nonbudgetary items:						
Loss on sale of building	(688,091)	--	--	--	(688,091)	-
(Increase) decrease in postretirement benefit obligations	(360,382)	--	--	--	(360,382)	463,172
Curtailment gain	--	--	--	--	-	1,406,408
Unrealized and realized gain on investments	419,312	362,409	--	--	781,721	1,005,044
Expenditures of designated funds	(223,032)	--	--	--	(223,032)	(274,385)
Staff reward and recognition	(149,203)	--	--	--	(149,203)	-
Other expense, net	(301,634)	--	--	--	(301,634)	(1,000)
	(1,303,030)	362,409	--	--	(940,621)	2,599,239
Change in net assets	(179,221)	151,888	190,546	--	163,213	2,773,950
Net assets:						
Beginning of year	\$6,183,833	\$1,800,425	\$3,641,737	\$10,000	\$11,635,995	\$8,862,045
End of year	\$6,004,612	\$1,952,313	\$3,832,283	\$10,000	\$11,799,208	\$11,635,995

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, Chicago.

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

Consolidated Statement of Financial Position, With Consolidating Information

Year ended March 31, 2018 (with comparative totals for 2017)

	ASSP	ASSP Foundation	Total	2017 (Consolidated)
Assets:				
Cash	\$3,445,694	\$315,056	\$3,760,750	\$2,067,597
Investments	7,075,213	5,867,769	12,942,982	11,970,524
Interorganization balances	56,012	(56,012)	--	--
Accounts receivable, net	456,938	4,791	461,729	626,063
Inventory, net	175,893	--	175,893	138,712
Prepaid expenses, deposits and other assets	746,897	3,828	750,725	940,339
Real estate held for sale	--	--	--	1,234,271
Property and equipment, net	4,017,850	--	4,017,850	3,790,883
	\$15,974,497	\$6,135,432	\$22,109,929	\$20,768,389
Liabilities & Net Assets:				
Liabilities				
Accounts payable:				
Trade	\$951,775	\$324,086	\$1,275,861	\$1,144,001
Chapters	89,530	--	89,530	110,706
Accrued wages and related costs	640,458	--	640,458	389,688
Other accrued expenses	179,930	--	179,930	234,315
Accrued pension obligation	2,460,215	--	2,460,215	1,980,766
Deferred compensation	122,838	--	122,838	90,170
Deferred membership dues	3,005,298	--	3,005,298	2,966,151
Deferred meeting and other revenue	2,519,841	16,750	2,536,591	2,216,597
	\$9,969,885	\$340,836	\$10,310,721	\$9,132,394
Net assets				
Unrestricted - undesignated	\$5,349,886	\$1,952,313	\$7,302,199	\$6,936,789
Unrestricted - board designated	654,726	--	654,726	1,047,469
	\$6,004,612	\$1,952,313	\$7,956,925	\$7,984,258
Temporarily restricted	--	\$3,832,283	\$3,832,283	\$3,641,737
Permanently restricted	--	10,000	10,000	10,000
	\$6,004,612	\$5,794,596	\$11,799,208	\$11,635,995
	<u>\$15,974,497</u>	<u>\$6,135,432</u>	<u>\$22,109,929</u>	<u>\$20,768,389</u>

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