

## A MESSAGE FROM THE 2019-20 PRESIDENT

**It was an honor to serve** as our Society's president during the ASSP fiscal year that ended March 31. I proudly share with you this annual report that summarizes our organization's many accomplishments during those 12 months. While it was a period of growth and success, it was also a unique stretch of time that ended much differently than it began—for ASSP and the entire world.

As has often been the case throughout our recent history, our annual conference was a major highlight of the fiscal year. Safety 2019 in New Orleans, LA, was our most successful conference ever, bringing together nearly 9,000 registered attendees and exhibitor representatives.

During our annual leadership conference in October, we brought together the leaders of the practice specialties, common interest groups, regions, and councils for leadership training to help them not just as leaders within ASSP, but as leaders within their organizations.

Then last fall, long before the arrival of the pandemic, we demonstrated our ability to create virtual education opportunities by introducing Live Virtual Classroom, bringing virtual participants into our in-person classroom training and enabling safety professionals to receive all the benefits of face-to-face instruction from their home or office. The value of this technology has grown tremendously since then. This

is yet another example demonstrating why it is so important for our organization to remain on the leading edge of education for our members.

In late 2019, we took an important step toward strengthening our future when we launched the Emerging Professional Award. Through this program, we will recognize a group of next-generation safety leaders each year and guide them through a yearlong professional development program. These up-and-coming professionals are tomorrow's leaders, and by supporting their personal and professional growth we are helping to prepare them to advance workplace safety and strengthen our Society.

Late in the fiscal year we hosted our last major in-person event before the pandemic, SafetyFOCUS 2020. We debuted the event's new name and brand, having transitioned from Seminarfest. The annual week-long immersive education event was again a success, bringing together 1,000 safety professionals who learned new approaches to our latest challenges. Attendees returned to their jobs with innovative ideas and approaches to improve their organizations, empowering them to emerge as company leaders.

Then, as we all know, our world changed as the COVID-19 pandemic emerged in March. We responded quickly to provide online webinars, articles and podcasts about the new



**Diana Stegall**  
2019-20  
ASSP President

While the ASSP fiscal year that ended March 31 was a period of growth and success, it was also a unique stretch of time that ended much differently than it began—for ASSP and the entire world.



Safety 2019 and the 2019 Future Safety Leaders Conference are two of our educational offerings that provided valuable training, knowledge, skills and professional development to OSH professionals during the fiscal year.

# ANNUAL REPORT

coronavirus to help our members navigate this new challenge, along with helpful links to trusted sources. And that developing library of content was, and still is, free to access at any time. We also began to recognize that this crisis presented safety professionals a unique opportunity to help our organizations become more resilient, more focused on protecting workers and better prepared to respond to crises in the future.

Throughout the year, we continued to advocate publicly on many federal legislative and regulatory matters to bring a strong voice to these issues as a global leader for workplace safety. We also continued to lead the development of consensus standards that establish best practices and fill gaps created by the burdensome federal rulemaking process. We know that compliance with federal and state safety regulations simply is not enough, a fact made even more clear during COVID-19. We developed, reaffirmed or revised 10 voluntary consensus standards, one technical report and three guidance documents, engaging more than 1,200 volunteers who represent 500 organizations. That's a major commitment to advancing occupational safety and health.

We also demonstrate that commitment by providing a strong professional community. Our online ASSP Community celebrated one year of connecting our members and enabling them to have conversations with other members globally across practice specialties, common interest groups and chapters. In these times of physical distancing and remote work, this platform plays an essential role in helping us connect with colleagues and access valuable content, discuss challenges and create practical solutions.

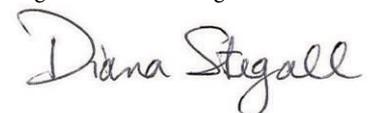
As we look ahead, we know we cannot predict the future, but we can prepare for whatever it may bring.

We are constantly scanning our environment to identify emerging trends and gather knowledge. We are striving to become nimbler in our processes and decision-making so we can respond more effectively to our increasingly complex environment. And we are engaging our members more frequently and consistently to create a shared vision of an achievable future for ASSP.

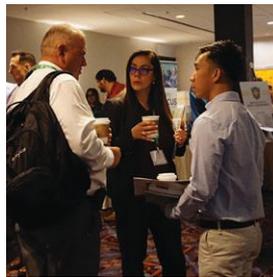
Our strategic plan guides our efforts to deliver value, advance our profession and help our members succeed. As we continue to seek new and better ways to deliver value to our members, we must continue to find ways to do things differently and we must have the courage to act differently. That includes addressing diversity, equity and inclusion through purposeful and consistent action that will improve our Society and our profession.

Our achievements reflect our collective commitment to creating a safer, stronger future. Thank you for investing your time and energy in our Society. Your contributions are appreciated and valued more than ever as we manage through and out of the COVID-19 era. Your input and insights remain critical to strengthening occupational safety and health in our new normal.

Without question, this fiscal year was part of an unprecedented time for ASSP. We face challenges ahead, but we also have the opportunity to embrace these changes and create an even stronger future for our Society and our profession. Your thoughtfulness, creativity and commitment remain paramount to our success. I look forward to seeing how we evolve together.



**Diana Stegall, CSP, CFPS, ARM, SMS, CPCU**

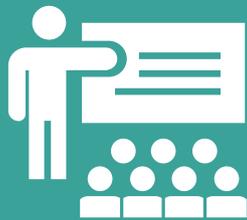


By taking part in events such as Safety 2019 and the 2019 ASSP Leadership Conference, members experience a vital community of OSH professionals that helps them grow professionally through education and networking.



## WORKING TOGETHER FOR A SAFER, STRONGER FUTURE

Safety professionals join ASSP to gain knowledge, grow their professional network and improve their job prospects.



### EDUCATION

**63% OF MEMBERS**  
(56% of those under 35)  
identify professional  
development as a primary  
reason for joining



### NETWORKING

**48% OF MEMBERS**  
(63% of those under 35)  
identify building their  
professional network as a  
primary reason for joining



### CAREER

**46% OF MEMBERS**  
(68% of those under 35)  
identify help with career  
advancement as a primary  
reason for joining

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

SET RECORDS AT SAFETY 2019  
**5,900** ATTENDEES  
**242** SESSIONS  
**600** EXHIBITORS

OUR MEMBERSHIP GREW TO  
**40,027**

DELIVERED EDUCATION TO  
**11,500**  
PEOPLE WHO EARNED  
**14,000**  
CEUs

PUBLISHED  
**122**  
ARTICLES & INTERVIEWS  
IN PROFESSIONAL SAFETY  
JOURNAL

DISTRIBUTED  
**10,000**  
STANDARDS

PROVIDED COURSES FOR  
**1,000**  
SafetyFOCUS ATTENDEES

## A MESSAGE FROM THE VICE PRESIDENT, FINANCE



**Christine Sullivan**  
2019-20  
Vice President, Finance

More than ever, we must continue to work together to build our profession and keep workers safe. With the strength of our 40,000 members worldwide and the commitment of volunteer leaders and staff, ASSP is positioned to meet these challenges.

**Fiscal year (FY) 2020** began with a successful Professional Development Conference and Exposition (PDC) in New Orleans, LA, in June 2019 leading to strong operating results for the year. By year end, however, the global pandemic had impacted everything, leading to dramatic changes and future uncertainty. But with the continued support of ASSP members and the commitment of our Board of Directors and professional staff, the Society is positioned to manage through the uncertainty to a strong and safe future.

For FY2020, revenue for ASSP operations continued to grow, reaching \$19.7 million while expenses totaled \$18.4 million. ASSP's income from budgetary operations totaled approximately \$1.26 million. Nonbudgetary items, particularly pension-related charges driven by declining interest rates and losses on the investment account, more than offset operations, resulting in a decrease in ASSP net assets of \$1.95 million to \$4.2 million. Similarly, ASSP Foundation net assets declined about \$375,500. Consolidated net assets fell to \$9.6 million as of March 31, 2020.

Professional development and educational offerings contribute the largest portion of ASSP revenue. Safety 2019 established records for both attendance and exhibit space. More than 5,900 people, including 2,281 newcomers, attended 242 sessions and visited with more than 600 companies displaying their products and services. In February, SafetyFOCUS, our weeklong, immersive educational conference, offered 102 courses to more than 1,000 attendees. Among other highlights, ASSP:

- delivered 158 training events to more than 11,500 safety professionals, and awarded more than 14,000 continuing education units
- published 35 peer-reviewed articles, 78 best practices and other bylined articles, and 9 interviews with thought leaders in *Professional Safety*
- Membership and communities revenue totaled about \$5.7 million. With membership growing to 40,027 by April 1, 2020, dues are a critical source of revenue. ASSP also:
  - offered member-exclusive content and resources such as a free-to-members online course, "Pandemic Challenges: How to Return to Work Safely"
  - completed a full-scale review of all Society Operating Guidelines and Bylaws, and launched new Code of Conduct training for volunteer leaders
  - elevated the Military Branch to a practice specialty and rolled out the Emerging Professionals Development Program
  - launched a program to inform member government affairs efforts

Standards and technical services revenue totaled about \$1.2 million. ASSP continues to be a leader in the development of OSH standards

that reflect recognized best practices in the U.S. and globally. During the year, ASSP:

- distributed more than 10,000 standards through sales and educational offerings
- engaged more than 1,200 volunteers representing more than 500 organizations in defining industry consensus standards, resulting in 10 new or revised standards, one technical report and three guidance documents

ASSP also elevates our profession through innovation, thought leadership and objective, science-based approaches, including:

- being a leading organization in addressing the COVID-19 pandemic, dedicating significant resources to create a COVID response website to provide technical and educational resources, and highlight credible government sites
- ongoing work to address drones in construction, use of technology to drive OSH performance and active shooter intervention strategies

ASSP Foundation works to build a strong pipeline of OSH professionals to make all industries safer. This year, our strategic focus and mission have expanded, strengthening programs and expanding services. The Family Scholarship Fund, which supports students who have lost a parent or spouse due to a workplace incident, awarded a total of \$20,000. Thanks to generous sponsors, ASSP Foundation supported our Future Safety Leaders Conference, and awarded \$52,000 through the academic scholarship and professional education grant program. ASSP Foundation also invested in a feasibility study of new workforce development initiatives that aims to build a pipeline of future OSH professionals.

With the pandemic, ASSP has strived to meet member needs and support the profession in a difficult and uncertain environment. The Board of Directors has been squarely focused on doing so while maintaining the organization's fiscal health. ASSP has been quick to respond to the rapid changes we have faced, shifting to Safety 2020: Virtual and accelerating our efforts to reimagine education, providing new opportunities for learning and development via online, hybrid and traditional delivery channels. ASSP will continue to manage its finances strategically for both the short and long term.

More than ever, we must continue to work together to build our profession and keep workers safe. With the strength of our 40,000 members worldwide and the commitment of volunteer leaders and staff, ASSP is positioned to meet these challenges.

*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, 2020 (with comparative totals for 2019)

	2020 Consolidating Information			Total	2019 (Consolidated)
	ASSP	ASSP Foundation Without donor restriction	ASSP Foundation With donor restriction		
<b>Revenue:</b>					
Professional Development	\$11,811,558	--	--	\$11,811,558	\$11,240,698
Membership/Communities	5,701,859	--	--	5,701,859	5,440,319
Standards/Technical Services	1,235,474	--	--	1,235,474	1,387,768
Other revenue	440,065	--	--	440,065	394,658
Communications/ <i>Professional Safety</i> Foundation (contributions)	524,941	--	--	524,941	564,783
Foundation (investment income)	--	\$147,539	\$257,358	404,897	647,730
Release of net assets arising from satisfaction of restrictions	--	66,870	(66,870)	--	--
	<b>\$19,713,897</b>	<b>\$219,937</b>	<b>\$303,704</b>	<b>\$20,237,538</b>	<b>\$19,788,053</b>
<b>Expenses:</b>					
Program:					
Professional Development	\$8,853,226	--	--	\$8,853,226	\$8,324,742
Standards/Technical Services	1,462,616	--	--	1,462,616	1,478,909
Professional Affairs/Research	112,565	--	--	112,565	254,741
Communications/ <i>Professional Safety</i> Foundation	1,441,961	--	--	1,441,961	1,493,408
	--	\$249,290	--	249,290	648,448
Supporting services:					
Administration	2,876,681	278,718	--	3,155,399	3,217,433
Membership/Communities	3,700,928	--	--	3,700,928	3,271,589
Fundraising	--	101,424	--	101,424	88,321
	<b>\$18,447,977</b>	<b>\$629,432</b>	<b>--</b>	<b>\$19,077,409</b>	<b>\$18,777,591</b>
Increase (decrease) in net assets from budgetary operations before nonbudgetary items	\$1,265,920	\$(409,495)	\$303,704	\$1,160,129	\$1,010,462
<b>Nonbudgetary items:</b>					
Net periodic benefit cost	(179,763)	--	--	(179,763)	(163,412)
Pension related changes other than net periodic benefit cost	(2,069,121)	--	--	(2,069,121)	(203,545)
Unrealized and realized (loss) gain on investments, net of fees	(571,237)	(446,442)	--	(1,017,679)	246,858
Expenditures of designated funds	(221,121)	--	--	(221,121)	(440,046)
Staff reward and recognition	--	--	--	--	(300,000)
In-kind contribution from Society to Foundation	(176,727)	176,727	--	--	--
	(3,217,969)	(269,715)	--	(3,487,684)	(860,145)
<b>Change in net assets</b>	<b>(1,952,049)</b>	<b>(679,210)</b>	<b>303,704</b>	<b>(2,327,555)</b>	<b>150,317</b>
<b>Net assets:</b>					
Beginning of year	\$6,199,930	\$1,889,505	\$3,860,090	\$11,949,525	\$11,799,208
End of year	<b>\$4,247,881</b>	<b>\$1,210,295</b>	<b>\$4,163,794</b>	<b>\$9,621,970</b>	<b>\$11,949,525</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, 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, 2020 (with comparative totals for 2019)

	2020 Consolidating Information			2019 (Consolidated)
	ASSP	ASSP Foundation	Total	
<b>Assets:</b>				
Cash and cash equivalents	\$5,711,063	\$127,336	\$5,838,399	\$6,956,269
Investments	7,378,019	5,273,978	12,651,997	13,273,442
Interorganization balances	14,384	(14,384)	--	--
Accounts receivable, net	392,683	4,455	397,138	405,107
Inventory, net	180,110	698	180,808	194,347
Prepaid expenses, deposits and other assets	724,700	9,242	733,942	837,867
Property and equipment, net	3,791,291	--	3,791,291	3,842,645
	<b>\$18,192,250</b>	<b>\$5,401,325</b>	<b>\$23,593,575</b>	<b>\$25,509,677</b>
<b>Liabilities and net assets:</b>				
<b>Liabilities</b>				
Accounts payable:				
Trade	\$909,099	\$27,013	\$936,112	\$843,881
Chapters	68,774	--	68,774	86,795
Accrued wages and related costs	705,888	--	705,888	753,380
Other accrued expenses	288,172	223	288,395	328,823
Accrued pension obligation	4,544,435	--	4,544,435	2,502,551
Deferred compensation	148,063	--	148,063	143,957
Deferred membership dues	3,245,513	--	3,245,513	3,240,877
Deferred meeting and other revenue	4,034,425	--	4,034,425	5,659,888
	<b>\$13,944,369</b>	<b>\$27,236</b>	<b>\$13,971,605</b>	<b>\$13,560,152</b>
<b>Net assets</b>				
Without donor restriction:				
Undesignated	\$3,913,540	\$165,735	\$4,079,275	\$6,827,297
Board designated	334,341	1,044,560	1,378,901	1,262,138
	<b>\$4,247,881</b>	<b>\$1,210,295</b>	<b>\$5,458,176</b>	<b>\$8,089,435</b>
With donor restriction	--	\$4,163,794	\$4,163,794	\$3,860,090
	<b>\$4,247,881</b>	<b>\$5,374,089</b>	<b>\$9,621,970</b>	<b>\$11,949,525</b>
	<b>\$18,192,250</b>	<b>\$5,401,325</b>	<b>\$23,593,575</b>	<b>\$25,509,677</b>

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