Leading With ASSP

2023-24 Volunteer Leader Kick-off
Our History

- Founded in 1911, shortly after the Triangle Shirtwaist Factory fire.
  - Started as the United Association of Casualty Inspectors
  - Renamed the American Society of Safety Engineers in 1914
  - Rebranded as the American Society of Safety Professionals in 2018
Who We Are
We are a global association for occupational safety and health professionals.

What We Do
We provide education, standards development, advocacy and a professional community to support the advancement of our members and the profession as a whole.

Why It Matters
Our members are dedicated to creating safe work environments by preventing workplace fatalities, injuries and illnesses. Sound safety practices are both socially responsible and good business, leading to increased productivity, a better reputation and higher employee satisfaction.
Diversity, Equity and Inclusion (DEI)

- ASSP is committed to a culture that honors, respects and celebrates everyone’s experiences, perspectives and identities.
- Society Operating Guideline on DEI has been revised.
- Code of Conduct Committee is assessing trends that incorporate DEI.
- Virtual DEI Summit in January brought hundreds of professionals together to share insights and gain a better understanding of how to advance DEI in the occupational safety and health profession and across ASSP.
- ASSP Foundation programs refocused on a broader reach to support the greater community through policy updates and new initiatives.
2023-28 Strategic Plan

- Informed by members – market research, Advisory Group
- Driven by volunteer leaders
  - Create community
  - Provide expertise
  - Generate awareness
- Focused on creating community, providing trusted guidance and developing our profession
2023-28 Strategic Plan
Communications Roll Out

- **June 2023**: BOD approved strategic plan
- **August 2023**: BOD reviews tactics/KPIs, Plan communicated to staff
- **September 2023**: President’s Message in PSJ and on website to announce plan to members
- **October 2023**: Discuss plan with volunteer leaders
- **November – January 2024**: Reinforce messaging across communications channels
Structure and Operations
Our Ecosystem
Incorporated in Illinois as a 501(c)(6) Non-Profit Professional Society

Articles of Incorporation
Governing Document Between IL and ASSP

Bylaws
Governing Document Between ASSP and Members

Society Operating Guidelines
Operating Guidelines

Practice
Informal Culture
Our Code of Professional Conduct

- Our ethical benchmark for our members
- Creates a level of accountability and responsibility
Roles and Responsibilities

**Membership**
- Elects Board
- Elects Volunteer Leaders

**Volunteer Leaders**
- Lead Councils/Committee to Advance Strategic Plan
- Support Board of Directors
- Hold Councils/Committees Accountable
- Represent Membership

**Board of Directors**
- Sets Strategic Direction
- Ensures Necessary Resources
- Provides Oversight
- Represents the Best Interests of ASSP
- Hires/Fires the CEO

**CEO**
- Manages Resources to Achieve Strategic Direction
- Manages Operations
- Manages Budget
- Manages Staff
  - Staff determines the how and executes against the board-directed strategic plan
The Board of Directors is responsible to act in the best overall interests of ASSP.
Statement of Activities (P&L)

- **Revenue includes:**
  - PDC, SafetyFocus, education registration fees
  - Membership dues
  - Sales of standards and publications
  - Advertising, sponsorship and investment income

- **Expenses include:**
  - Salaries and benefits
  - Conference and seminar costs
  - Marketing costs
  - Overhead costs

After several years of modest but consistent revenue growth and profitability, FY21 was negatively impacted by the pandemic. ASSP has rebounded and in FY23, has returned to profitability sooner than expected. However, revenue remains significantly below pre-pandemic levels.
Statement of Financial Position (Balance Sheet)

Net assets as of March 31, 2023, will total about $13 million. Our financial position is strong.

Net assets have increased significantly since the start of the pandemic reflecting non-operating and unusual items.
ASSP Operating Budget

Budget for FY24 (April 1, 2023 – March 31, 2024)

- Revenue = $16,195,266
- Expense = $16,207,802
- Profit / (Loss) = ($12,536)

Assumptions/Risks for FY24 and Beyond

- Demand for in person events and education continues to grow.
- Membership and dues revenue remains stable.
- ASSP continues to control costs, while remaining competitive in the labor market to meet operational staffing needs.
- ASSP competes effectively with other organizations aiming to provide education and community.

Safety 2023 Professional Development Conference and Expo surpassed expectations, setting the stage for a good financial year.
Volunteering With ASSP
A Look at ASSP Volunteers

Nearly 2,000 volunteers contributing more than 200,000 hours of support to ASSP and our members.

- **Years of Membership**
  - 0-1 year: 243
  - 2-5 years: 414
  - 6-10 years: 411
  - 11+ years: 225
  - Total: 726

- **Gender**
  - Female: 32%
  - Male: 68%
  - Prefer not to say: 3%

- **Race/Ethnicity**
  - White: 74%
  - Hispanic: 7%
  - Black: 7%
  - Asian: 5%
  - Other: 4%

- **Roles Volunteers Fill**
  - Chapter/Section: 65%
  - Student Section: 13%
  - Region: 13%
  - Practice Specialty/ Common Interest Group: 9%
  - Council/ Committee/ Task Force: 10%

- **Net Promoter Score (Volunteer Experience)**
  - +48

- **Age**
  - Under 25: 2%
  - 25 - 34: 10%
  - 35 - 44: 22%
  - 45 - 54: 28%
  - 55 and over: 38%

Average Age: 50
Share Your Why

- Earn recertification points
- Build your resume
- Gain transferrable skills
- Expand your network
- Contribute to the safety profession
- Support the ASSP member community

“Although retired, I feel an obligation to support my chapter due to my experience as an ASSP leader.”

“Enjoy meeting new people.”

“I love ASSP and want to see all aspects succeed.”

“To attract and mentor new safety personnel.”
Leading ASSP

Working together for a safer, stronger future
5 Tips to Make the Most of Your Leadership

- Leverage trainings and other resources
- Stay informed
- Connect with other volunteer leaders
- Tell your story
- Set your intention for the year
# Resources

<table>
<thead>
<tr>
<th>Roles and responsibilities documents</th>
<th>Councils, committees and elected: <a href="https://www.assp.org/membership/volunteer-leadership/councils-and-committees/committee-leadership-roles">https://www.assp.org/membership/volunteer-leadership/councils-and-committees/committee-leadership-roles</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Chapters, common interest groups and practice specialties: <a href="https://www.assp.org/community-leader-resources">https://www.assp.org/community-leader-resources</a></td>
<td></td>
</tr>
<tr>
<td>Society bylaws and operating guidelines</td>
<td><a href="https://www.assp.org/about/society-bylaws-and-guidelines">https://www.assp.org/about/society-bylaws-and-guidelines</a></td>
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<td><a href="https://www.assp.org/community-leader-resources">https://www.assp.org/community-leader-resources</a></td>
</tr>
<tr>
<td>Staff liaison</td>
<td><a href="mailto:communities@assp.org">communities@assp.org</a></td>
</tr>
<tr>
<td>Contact the Board of Directors</td>
<td><a href="mailto:executive@assp.org">executive@assp.org</a></td>
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## Training Resources

### On-demand modules

<table>
<thead>
<tr>
<th>Role</th>
<th>Resources</th>
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</thead>
<tbody>
<tr>
<td>All leaders</td>
<td>ASSP Learning and Development Ecosystem Package</td>
</tr>
<tr>
<td>Chapter roles</td>
<td><a href="https://www.assp.org/community-leader-resources/chapters/chapter-leadership-training">https://www.assp.org/community-leader-resources/chapters/chapter-leadership-training</a></td>
</tr>
<tr>
<td>Common interest group roles</td>
<td><a href="https://www.assp.org/community-leader-resources/common-interest-groups/cig-leadership-training">https://www.assp.org/community-leader-resources/common-interest-groups/cig-leadership-training</a></td>
</tr>
<tr>
<td>Practice specialty roles</td>
<td><a href="https://www.assp.org/community-leader-resources/practice-specialties/ps-leadership-training">https://www.assp.org/community-leader-resources/practice-specialties/ps-leadership-training</a></td>
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### Leadership Development Courses

<table>
<thead>
<tr>
<th>Role</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elected leaders</td>
<td>Leadership Development Experience</td>
</tr>
<tr>
<td>All leaders</td>
<td>Lead Forward: ASSP Volunteer Leader Development</td>
</tr>
</tbody>
</table>

### Leadership Conference

**https://www.assp.org/education/conferences/leadership-conference**

<table>
<thead>
<tr>
<th>Date</th>
<th>Events</th>
</tr>
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<tbody>
<tr>
<td>Aug. 10, 2023</td>
<td>Volunteer Year Kick-Off</td>
</tr>
<tr>
<td>November 2023</td>
<td>Tools and resources for community operations</td>
</tr>
<tr>
<td>Mid-January 2024</td>
<td>Connect and inspire</td>
</tr>
<tr>
<td>Mid-April 2024</td>
<td>Connect and appreciate</td>
</tr>
</tbody>
</table>
Thank You!

- Influence our direction
- Keep sharing your insights and ideas
- Stay connected