



AMERICAN SOCIETY OF  
**SAFETY PROFESSIONALS**

# Leading With ASSP

2023-24 Volunteer Leader Kick-off

WE ARE ASSP











# 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

# Representing Our Profession

## Who We Are

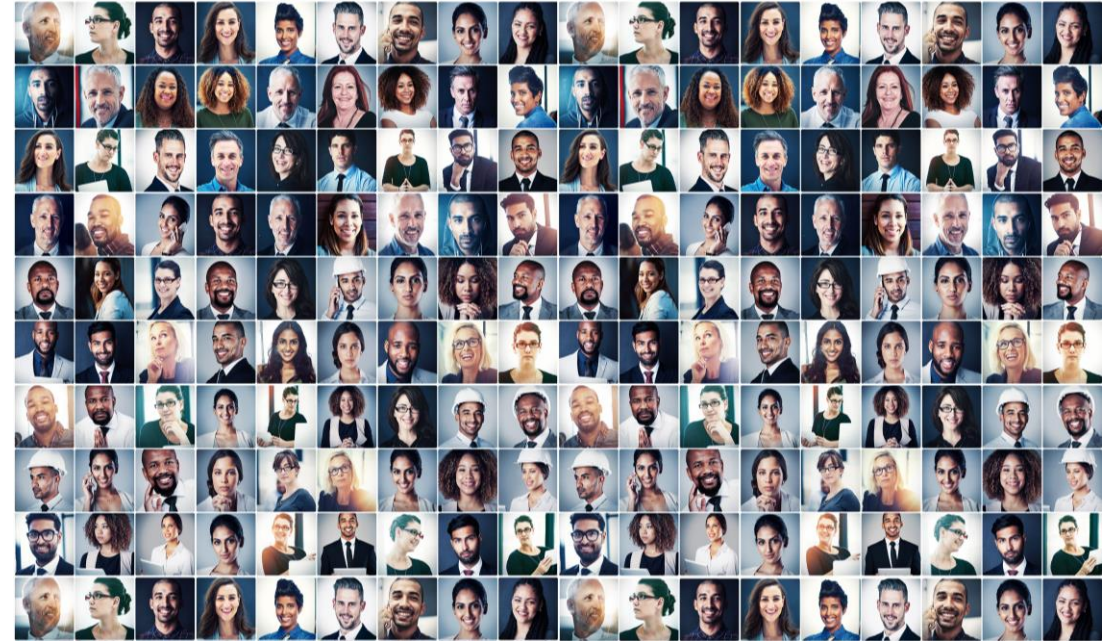
We are a global association for occupational safety and health professionals.

## 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.



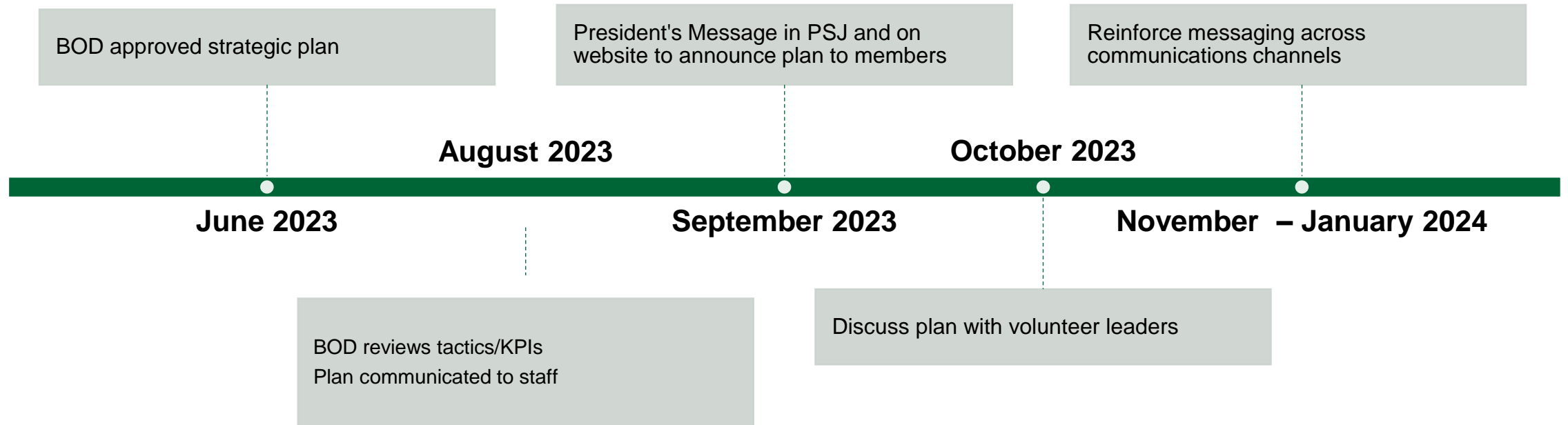
# Diversity, Equity and Inclusion (DEI)

- 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



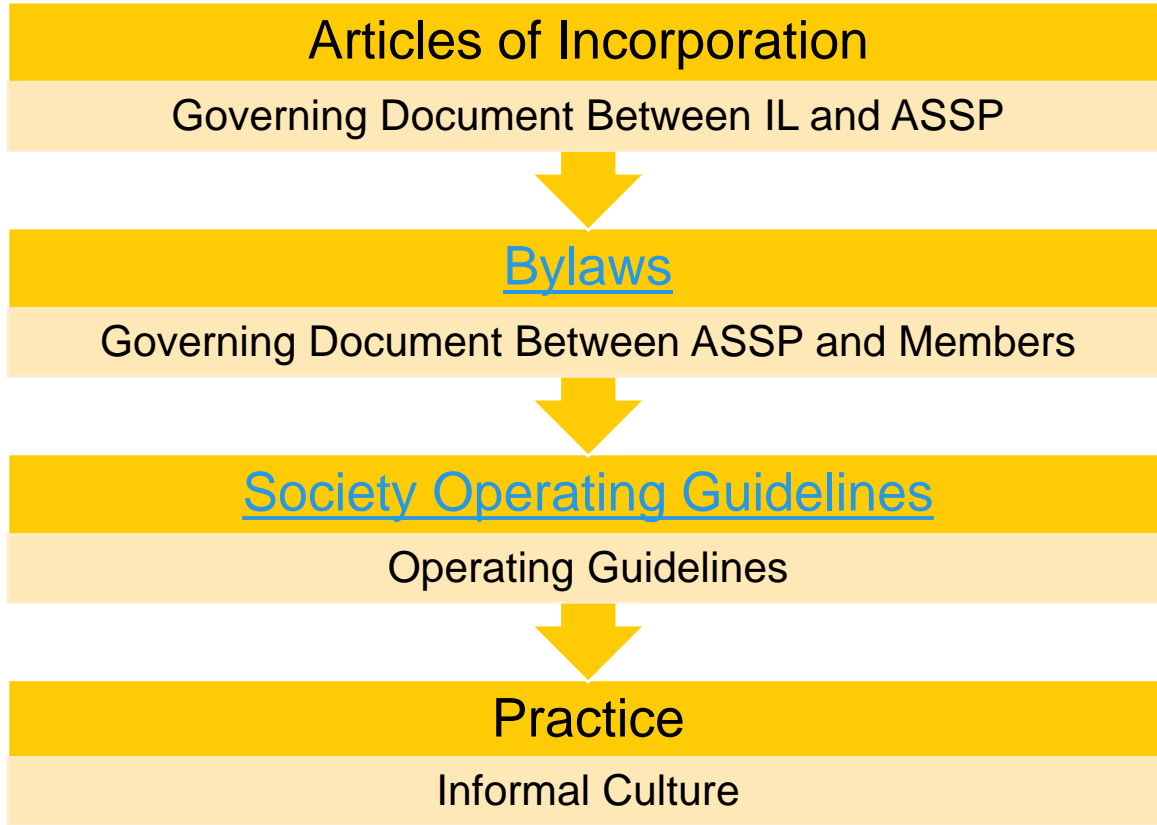


# Structure and Operations



# Our Ecosystem





## High Ethical and Governance Standards

Incorporated in Illinois as a 501(c)(6) Non-Profit Professional Society





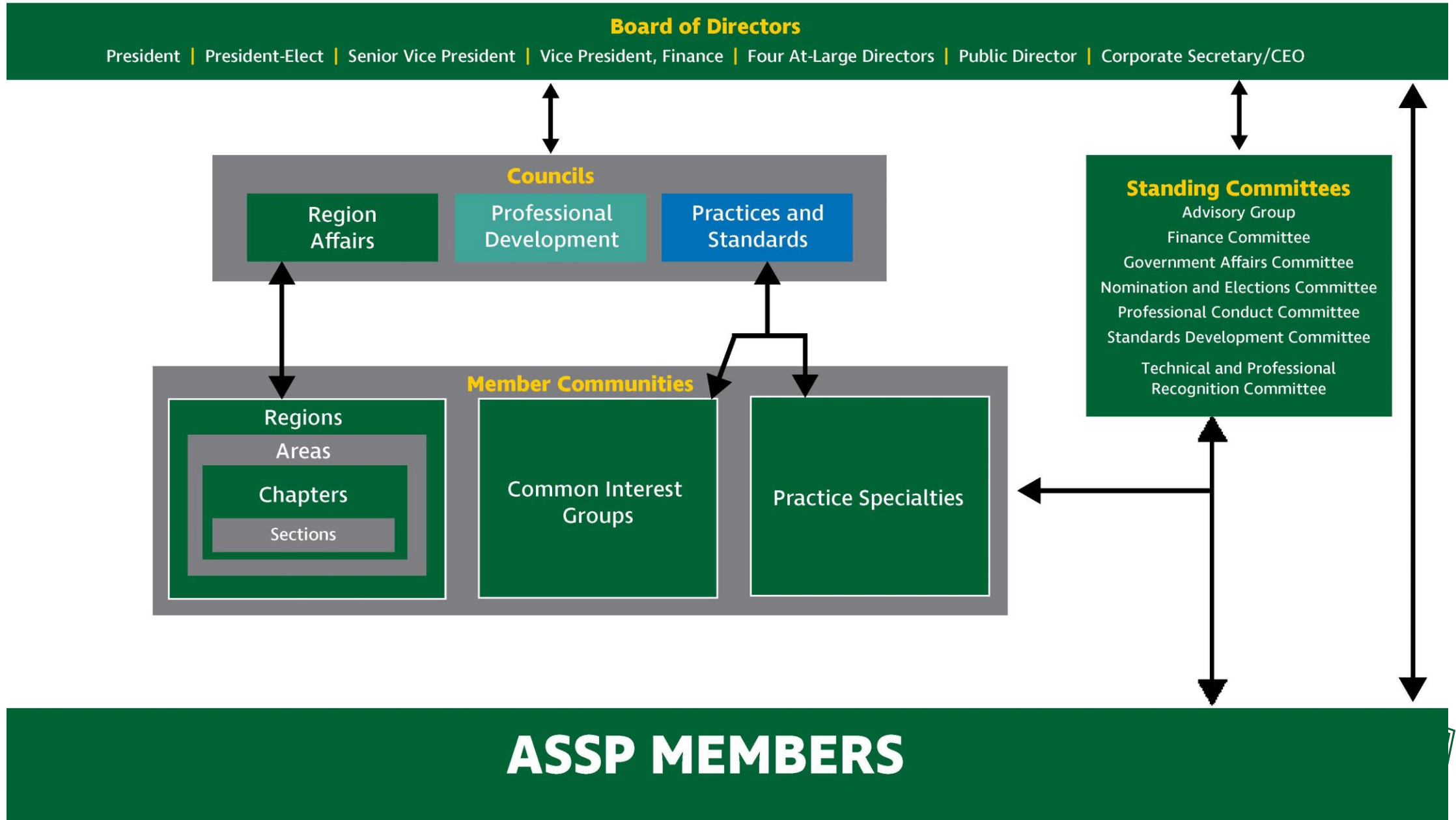


# Our Code of Professional Conduct

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



# ASSP Governance Model



# 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



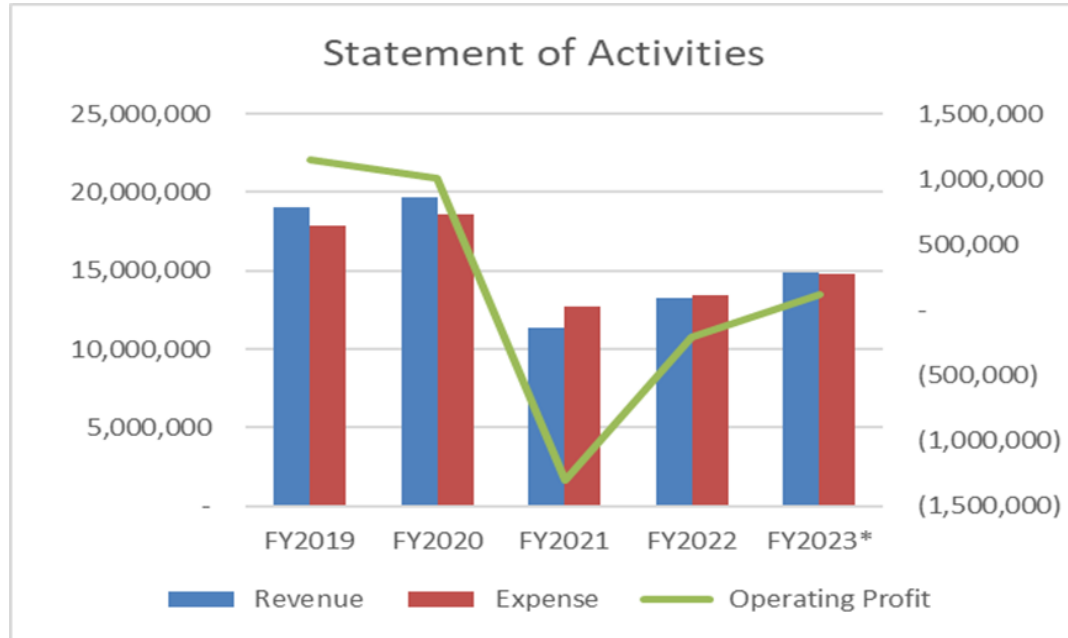


## Representative of ASSP

The Board of  
Directors is  
responsible to act in  
the best overall  
interests of ASSP.



# Statement of Activities (P&L)

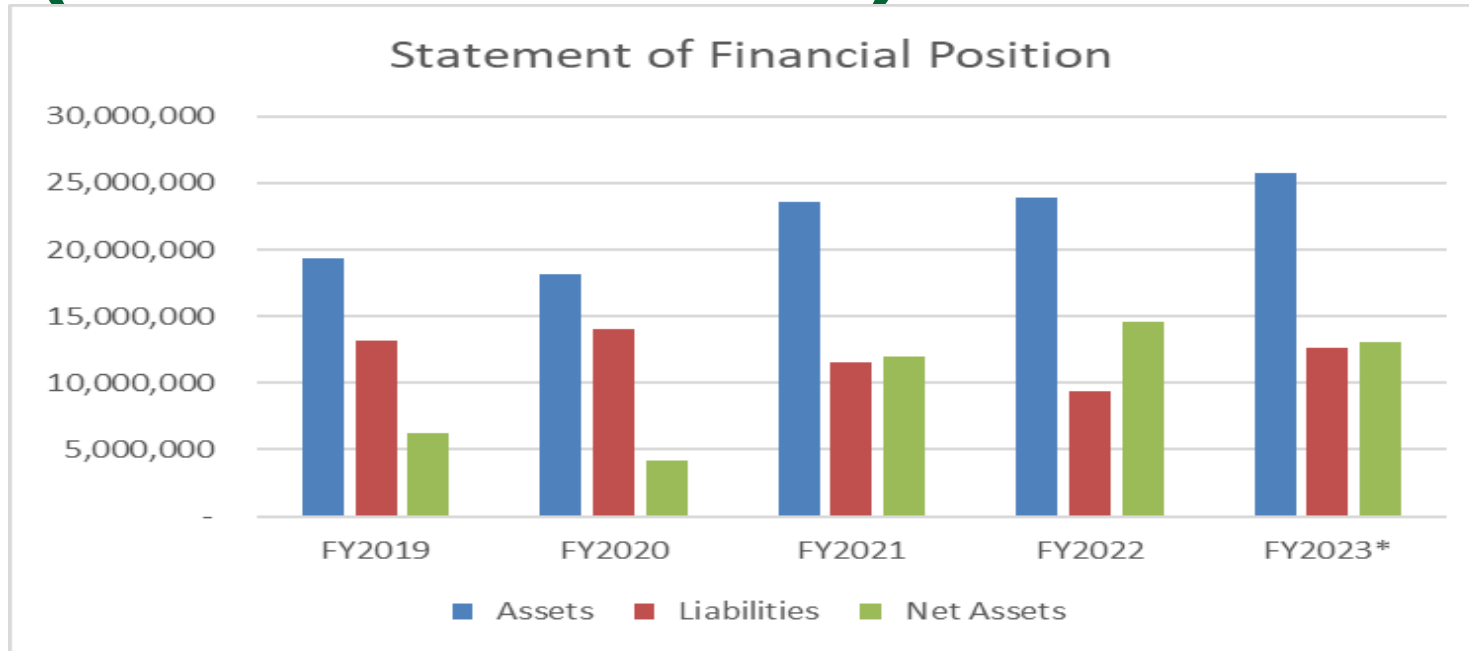


- **Revenue includes:**
  - PDC, SafetyFocus, education registration fees
  - Membership dues
  - Sales of standards and publications
  - Advertising, sponsorship and investment income
- **Expenses include:**
  - Salaries and benefits
  - Conference and seminar costs
  - Marketing costs
  - Overhead 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 have increased significantly since the start of the pandemic reflecting non-operating and unusual items.

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





# 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.**

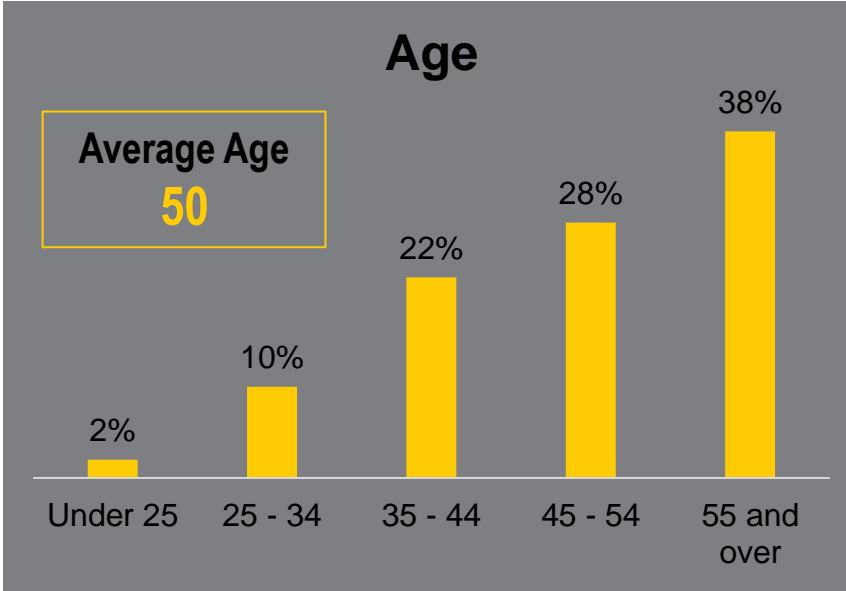
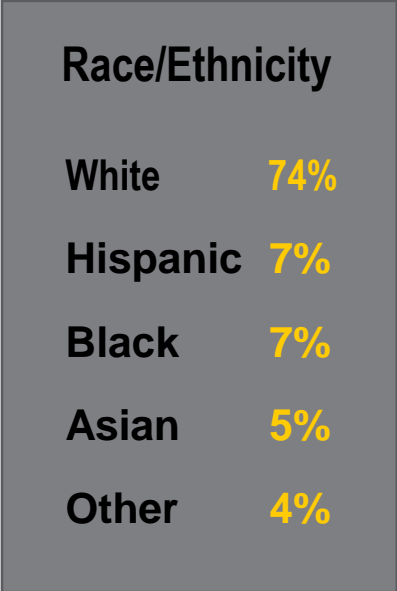
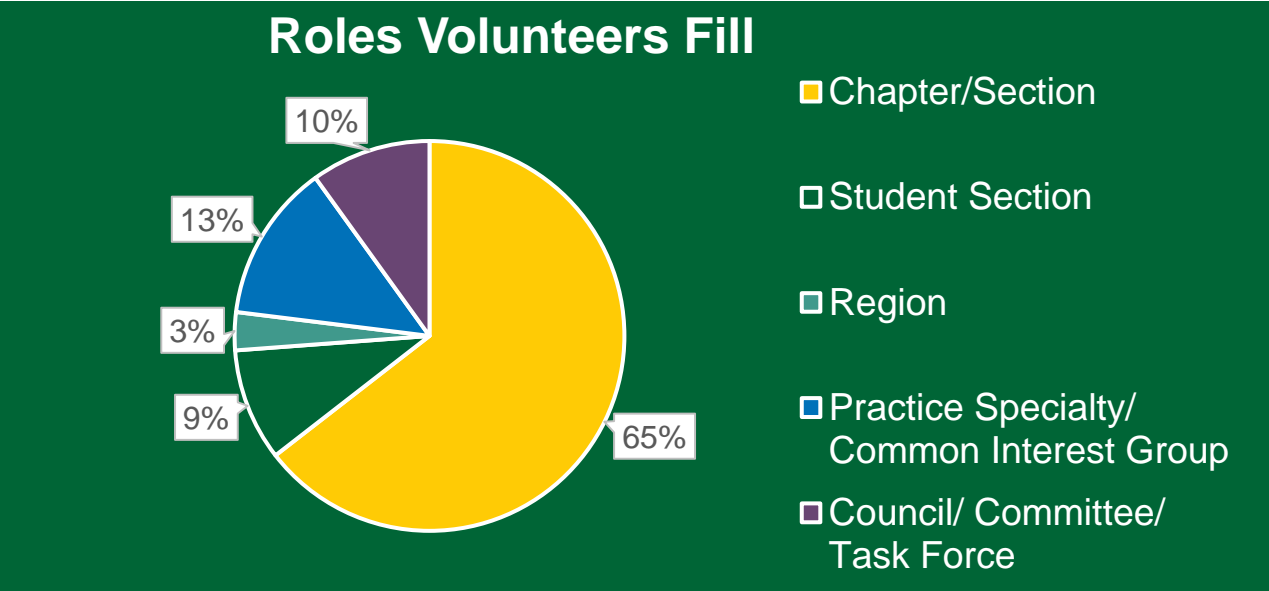
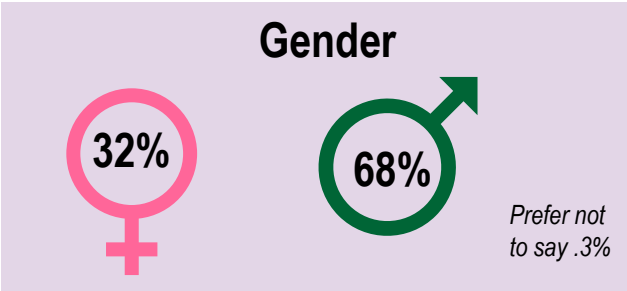
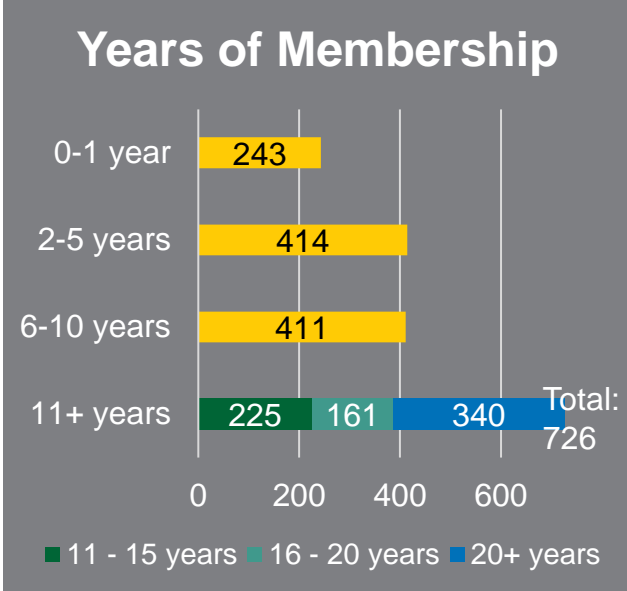
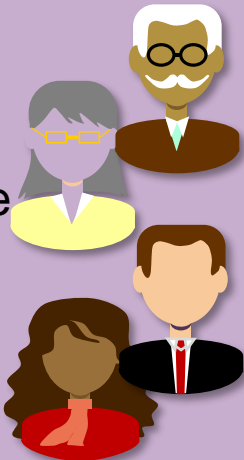


# Volunteering With ASSP



# A Look at ASSP Volunteers

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



# 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

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Roles and responsibilities documents

Councils, committees and elected: <https://www.assp.org/membership/volunteer-leadership/councils-and-committees/committee-leadership-roles>

Chapters, common interest groups and practice specialties: <https://www.assp.org/community-leader-resources>

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Society bylaws and operating guidelines

<https://www.assp.org/about/society-bylaws-and-guidelines>

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Community Leader Resources

<https://www.assp.org/community-leader-resources>

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Staff liaison

[communities@assp.org](mailto:communities@assp.org)

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Contact the Board of Directors

[executive@assp.org](mailto:executive@assp.org)

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# Training Resources

On-demand modules	All leaders	<a href="#">ASSP Learning and Development Ecosystem Package</a>
	Chapter roles	<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>
	Common interest group roles	<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>
	Practice specialty roles	<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>
Leadership Development Courses	Elected leaders	Leadership Development Experience
	All leaders	<a href="#">Lead Forward: ASSP Volunteer Leader Development</a>
Leadership Conference <a href="https://www.assp.org/education/conferences/leadership-conference">https://www.assp.org/education/conferences/leadership-conference</a>	Aug. 10, 2023	Volunteer Year Kick-Off
	November 2023	Tools and resources for community operations
	Mid-January 2024	Connect and inspire
	Mid-April 2024	Connect and appreciate





# Thank You!

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

