



ASSE Proposed Dues Increase

February 2017





Today's Objectives

- ▶ Chapter Leadership face-to-face discussion
- ▶ Financial reasons for dues increase
- ▶ Value of being a member
- ▶ Controlling expenses – what has been done
- ▶ Investing in our professional organization





Goals

- ▶ Position ASSE to continue efforts to provide value/services for members and enhance the OSH Profession.
- ▶ Maintain dues as low as possible

The ongoing financial well being of the Society is essential to enhance services to our members and support the profession





Dues Increase – Finance Committee

Finance committee evaluation

- ▶ Financial historical and projected performance
- ▶ Membership value & the growing needs for resources to serve the membership and profession
- ▶ Level of ASSE dues compared to similar organizations

As a result, the Committee believes that a dues increase is needed in order to achieve our goals.





Dues History

- In 2009, ASSE Dues increased from \$120 US to \$150 US, implemented at \$10 per year over a three year period.
- Initial proposal (\$29 one-time increase) was rejected
- Anecdote: “*Why did you wait so long to increase my dues?*”
- Prior to that a \$15 increase in 1999 and a \$20 increase in 1995





Financial Realities

▶ ASSE Financials

- Revenue is growing but not as fast as expenses
 - Increasing dependence on PDC and non-dues revenue brings more financial risk
 - Revenue ratio is becoming off balance
 - *We are financially vulnerable if we depend too heavily on revenue sources that fluctuate with events beyond our control*
- Net assets are declining
- Increased value to members and expansion of programs is limited to funding available



ASSE Financial Overview – Historical Data

(\$000s)	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>	<u>FY2012</u>	<u>FY2013</u>	<u>FY2014</u>	<u>FY2015</u>	<u>FY2016</u>	<u>Budget FY2017</u>	<u>% change FY12-FY16</u>
Revenue (adj. for gains/losses)	13,154	11,565	12,675	14,106	15,230	15,711	16,440	16,937	17,077	20%
Memo: Dues as a % of Total	25.8%	29.2%	29.4%	30.0%	29.2%	28.0%	26.5%	27.4%	26.9%	
Expense	13,088	12,005	12,197	13,633	14,287	15,451	16,311	16,965	16,483	24%
Income from Budgetary Operations (adjusted for gains)	66	(440)	478	473	943	260	129	(28)	495	
YEAR END NET ASSETS	4,988	5,638	6,258	5,377	5,455	7,098	5,349	3,943	tbd	





ASSE Expense Controls

- ▶ The Board of Directors, Finance Committee, and staff continually evaluate the cost/benefit of ASSE expenditures, aiming to control and reduce expenses, without reducing service to our members.

- ▶ Some recent actions:
 - Annual review of salary budget and insurance benefits
 - Use of specialists to reduce property taxes, utility bills and credit card expense
 - Use of technology to reduce need for travel & printing expenses





Investments in Added Member Value –Some Examples

Expanded Growth & Reach

Accessibility to Technical Content

Standards Development

Educational Opportunities

Research & Advances in the Profession

Professional Awards & Recognition

Over \$3MM invested in added member value





New & Expanded Services – Planned

ASSE Website & Systems Redesign

- Upgrade website and association management system
- Integrate the Learning Management System

ASSE Communities

- Knowledge Sharing
- Technical Content
- Accessible Programming & Networking
- Collaborative & Welcoming environments
- Online Communities

ASSE Education

- Global Update/Training Program Accreditation
- New Certificate Programs (Fall Protection)
- Integrating the OSH Competency Model into ASSE Education
- New Seminars in Risk Assessment
- Introducing Micro-Learning & Social Learning
- 45001 Certificate Program

ASSE Standards

- Subscription based services
- Build out Standards product Pipeline:
 - ISO 45001
 - Fall Protection
 - Confined Spaces
 - Lockout/Tagout

Over \$2.1 MM in planned investments





Long Term Initiatives–Possibilities

Increase ASSE Financial Reserves

Educational Opportunities

Engagement/Customer Care/Marketing

Community Leadership Services, Training, Development

Community Programming

Market Strategy & Analysis Estimated

Over \$2.4 MM in long term initiatives





What is the average member paying today?

- ASSE Dues: \$150.00
- Average Chapter Dues: \$20.00
- Practice Specialty/Common Interest Group: \$20.00
- Total: \$190.00



ASSE Membership is a practical resource for improving your safety performance. Across all job levels, industries, and the globe ASSE Membership can connect you with the best solutions and safety practices for your needs.

Professional Safety Journal

Network of 37,000+ OSH Professionals

Deep discounts on Professional Development

ASSE Member Only Webinars
Learn.asse.org

ASSE Chapter Communities

ASSE Practice Specialties/Common Interest Groups

Deep discounts on Standards/Technical Publications

CEUs/Recertification Points

Leadership Development Opportunities

Professional Recognition

Advancing the Profession

Government Regulations News

Access to Technical Content/Articles





Benchmark Comparison

<u>DUES COMPARISON</u>		
	<u>June 2008</u>	<u>Current</u>
Human Factors and Ergonomics Society–HFES	190	230
National Association of Environmental Management–NAEM	195	225
American Industrial Hygiene Association–AIHA	178	215
Risk Management Society (RIMS)		200
Institution of Occupational Safety & Health–IOSH	147 US	194 US
American Association of Occupational Health Nurses–AAOHN	185	185
National Fire Protection Association–NFPA	150	175
Canadian Society of Safety Engineers–CSSE	140 US	158 US
Safety Institute of Australia–SIA	125 US	154 US
American Society of Safety Engineers– ASSE	120	150
International System Safety Society		130
Alliance of Hazardous Materials Professions–AHMP		125
Others:		
American Institute of Certified Public Accountants (AICPA)		255–445
American Bar Association (ABA)		143–457
Emergency Nurses Association (ENA)		115–136
American Society of Civil Engineers		240
Institute of Industrial and Systems Engineering (IISE)		154

50% of the organizations benchmarked have additional fees for local Chapters/Industry Groups, not reflected in these base dues

ASSE dues are relatively low





Dues Increase Proposal

Increase dues \$30; \$10 per year for 3 years

- Minimize impact to member and to attrition
 - Estimated average member invoice will be \$220.00 (in 3rd year of implementation)
-
- To sustain and to grow products, services and other benefits for our members
 - To advance the OSH Profession
 - To support the financial well-being of the Society





Communications

- ▶ February: Leader Communications, ROC Meetings (February – April)
- ▶ March: Webinar series, microsite launch to delegates and members
- ▶ April: Delegate motion package publication
- ▶ May: Continued delegate and member communications
- ▶ June: HOD vote at SAFETY 2017

Thank you

Questions?

