



**Board of Canadian Registered
Safety Professionals**

**Conseil Canadien Des Professionnels
En Sécurité Agréés**



BCRSP Annual Report

2024



Contents



**Board of Canadian Registered
Safety Professionals**

**Conseil Canadien Des Professionnels
En Sécurité Agréés**

2024 Annual Report

© Board of Canadian Registered Safety Professionals

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without permission in writing from the publisher.

The BCRSP Profile (p. 4)

Message from the Chair (p. 6)

1. 2024 Highlights (p.8)

**2. Volunteer & Interested Party Relationships
(p.16)**

3. 2024 Audited Financial Statement (p. 23)

Board of Canadian Registered Safety Professionals (BCRSP) Profile

Mission

The Board of Canadian Registered Safety Professionals sets certification standards for the occupational health and safety profession.

Vision

Safe and healthy workplaces through certification.

The Board of Canadian Registered Safety Professionals (BCRSP) values diversity, equity and inclusion at all levels of the organization. We welcome and respect the unique perspectives, opinions and experiences of all BCRSP certificants, applicants, and other interested parties. We commit to working towards removing barriers, internally and externally, to achieve true diversity, equity and inclusion within the BCRSP.

On February 10, 1976, a newly designated Canadian corporation was formed for the purpose of certifying qualified safety practitioners as Canadian Registered Safety Professionals (CRSP)[®]. With the appointment of the first Board of Governors, comprised of leading professionals from a cross-section of safety disciplines, the certification of safety professionals became a reality through this new organization. The CRSP[®] certification is now a widely accepted form of recognition by industry and government in Canada. Many employers require the CRSP[®] certification in order to qualify for a safety position. It also allows the BCRSP to ensure that the highest standards of excellence and professionalism are maintained at all times and by all certificants.

The CRST[®] certification was introduced in 2018 to support the evolving needs of industry. The CRST[®] certification process requires individuals to meet qualification standards, including education and experience requirements, pass the CRST[®] Examination, and stay up to date through a continuous professional development process.

In 2005, the CRSP[®] certification scheme was granted accreditation to ISO/IEC 17024 (Personnel Certification Body) by the Standards Council of Canada and in 2021 the CRST[®]





Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés

certification scheme was granted accreditation to ISO/IEC 17024 (Personnel Certification Body) by the Standards Council of Canada. In 2008, the BCRSP was granted accreditation to ISO 9001 (Quality Management System) by BSI Management Systems.

We are at a critical time in the evolution of the BCRSP and the safety profession. The demand for OHS practitioners to support safe and healthy workplaces is growing, and as a result, the need for highly-qualified OHS practitioners to achieve these goals is paramount. The expectations of employers in today's world is changing, and with this comes an expectation of higher levels of education. The global market is driving change, and the Canadian OHS professional must stay in step with advancing practices elsewhere.

Our Values

Professionalism In All That We Do

We commit to our certificants and stakeholders to provide accountability for our decisions, excellence in our management system, integrity and respect in our interactions.

Passion For Our Profession

We are passionate about protecting people, property and environment.

Progressive Thinking And Superior Results

We strive to advance the body of knowledge, the competency of the profession, and the value our certificants bring to society. We are never satisfied with the status quo and know that opportunities for continuous improvement and innovation always exist.

Practicing Inclusion, Diversity, Equity and Accessibility

We commit to supporting inclusion, diversity, equity and accessibility in our decisions, and actions.



Message from the Chair

The BCRSP Governing Board is comprised of volunteers who represent a cross-section of the OHS profession and the public. Governance is the processes and practices through which the BCRSP organizes to achieve its mandate. It is concerned with the structures and procedures for decision-making, accountability, control and codes of conduct. It is expressed through legislation, policies and by-laws, and informal norms. The goal of effective governance is an organization that achieves optimal performance and is accountable to the people it serves.



The Board of Canadian Registered Safety Professionals (BCRSP) appointed Paul Belair, BSc, MBA, CRSP as Governing Board Chair effective July 1, 2023 through June 30, 2025.

Paul Belair is the twenty-seventh Chairperson since the certification body's incorporation in 1976 and succeeds Robin Angel, CRSP who served as Chair until June 30, 2023.

I am honoured to have served as the Governing Board Chair as my term comes to an end June 30, 2025.

The BCRSP Governing Board continues to focus on its strategic plan, setting clear goals and developing initiatives to achieve them. This plan builds upon the foundations of previous versions while advancing key priorities such as promoting certification, highlighting its value, and emphasizing the importance of qualified safety practitioners across industries.

Our vision for 2025 and beyond is ambitious: to have the BCRSP recognized nationwide by industry leaders, academic institutions, media, governments, and associations as the premiere certifying body for safety professionals. We aim to solidify our reputation as a credible and influential voice in the broader occupational health and safety (OHS) landscape in Canada. We aspire to be widely visible among both employers and safety professionals, with a defined role that underscores the value we bring.

This past year, we have made substantial progress toward these goals while also refining internal processes to ensure the Board and the BCRSP remain well-positioned for future success. The activities and milestones achieved in 2024 are showcased throughout this annual report.

As I reflect on my tenure, I want to express my deep gratitude to the

Governing Board for their dedication and contributions at every step. My heartfelt thanks also go to the many volunteers who support the BCRSP. The strength of our certification programs is a testament to the time, knowledge, and expertise that our committees and volunteers generously contribute.

Thank you for making this journey so impactful and rewarding.

**Paul Belair, BSc, MBA, CRSP
BCRSP Governing Board Chair**

2024 Highlights



Highlights of 2024 Committee Activity

1 Communications Committee

The Communications Committee shall promote and enhance all communication efforts to support the recognition and advancement of the BCRSP, and its certifications.

In 2024, the BCRSP actively promoted the certifications and its certificants through:

- Presentations to industry and employer groups, and OHS post-secondary program students.
- Participation in numerous virtual and in person tradeshow.
- Advertising in industry publications.
- Issuance of 11 press releases.
- Publishing of the BCRSP Report (email newsletter).
- Profiling certificants in the CRSP&Proud or CRST&Proud social media campaign.
- Profiling volunteers in the #VolunteerSpotlight social media campaign.

Across our social media channels, we promote the BCRSP certifications and our certificants. The BCRSP has accounts on five platforms – Facebook, Instagram, Threads, Twitter (X), and LinkedIn. We have a couple of campaigns that certificants can take part in – the #CRSP or #CRST and Proud campaigns, the #InYourOwnWords campaign, and for our volunteers, the #volunteerspotlight campaign.

2024 Committee Members: Robin Anne Condon, Sylvie Giroux, Steven Hnatishin, Kevin Kachanoski, Anna Matheson, Tulika Mishra, Heather Moon, Leena Paul, Kate Peardon, Marylene Provost, Thomas R. Welton (2024 Chair).

Thank you to Thomas Welton who concluded his term as Chair of the committee in 2024.

In 2025 Tiana Larocque joined the Committee.

2 Continuous Professional Development Committee

The Continuous Professional Development (CPD) Committee oversees the administration of the continuous professional development program and make recommendations for improvement to the Governing Board.

In 2024, 856 certificants were required to submit for their continuous professional development (CPD) cycle. 91% of submissions were reviewed and approved. 78 individuals had their certification revoked at the end of 2024 for failure to comply with the mandatory CPD requirements.

The CPD Committee also approved 4 additional ethics course providers in 2024.

2024 Committee Members: Debasish Kakoty, Adina Negru, Joseph Nip, Sarah Rasoul (Chair), Nicole Salmon, Noel Slaney.

In 2025, Catherine Drum, and Mark Fernandes joined the Committee.

3

Examination Committees

The CRSP® Examination Committee plans, develops and manages a program through which examinations are administered and maintained in support of the CRSP® professional level certification.

2024 Committee Members: Marc Barre, Roberto Camba Baldomar, Katheryn Carley, Rick Donato, Stacia Gunn, Jenny Kin Ling Ho, Michael Kary (Chair), Vsevolod Kuzmenko, Beryl Ludwig, Ashley Mckie, Laura Mullowney, Jason Rogowski.

The CRST® Examination Committee plans, develops and manages a program through which examinations are administered and maintained in support of the CRST® certification.

2024 Committee Members: Paul Carolan, Casey Chan, Catherine Drum, Michael Gouthro, Robert (Bobbie) Hurley, Sonia Lal, Absalom Pierce, Olivier Plante, Mustang Randall (Chair), Aman Singh.

Thank you to Mustang Randall who concluded his term as Chair of the committee in 2024, and committee members Paul Carolan, Catherine Drum, and Sonia Lal.

In 2025 Matthew Dafoe, Jane Jacobs, and Marius Normore, joined the committee.

The Item Bank Maintenance Committee reviews items and updates (including reference checks) independent and case-based items in the bank using the competencies in the CRSP® and CRST® Examination Blueprint for use by the CRSP® and CRST® Examination Committees on the certification examination.

2024 Committee Members: Michael Fears, Tara Jukles, Robin Kilty (Chair), Sonia Lal, Carmen Mager, Jennifer MacFarlane, Laura Mullowney, Melissa Nadeau, Heather Tomsic.

In 2025 Natalie Oree joined the Committee.

The Item Review Committee reviews items and updates

(including reference checks) independent and case based items developed by the Item Writing Committee and Item Writing Workshops using the competencies in the CRSP® and CRST® Examination Blueprint for use by the CRSP® and CRST® Examination Committees on the certification examination.

2024 Committee Members: Tom Barnett (Chair), Kevin Dawson, Judith (Jodi) Flatt, Beryl Ludwig, Carmen Mager, Melissa Nadeau, Michael David Powers, Adeshina Sadiq.

Thank you to Kevin Dawson, and Carmen Mager who concluded their terms on the Committee in 2024.

The Item Writing Committee develops independent and case-based items using the competencies in the CRSP® and CRST® Examination Blueprints for use by the CRSP® and CRST® Examination Committees on the certification examinations.

2024 Committee Members: Roger Belair, Lidia Felber, Chad Kavanaugh, Megan Martin, Natalie Oree (Chair), Rajaleshmi Subbiah, Murray Sunstrum, Jessica Wong.

Thank you to Chad Kavanaugh, who completed his term on the committee in 2024.

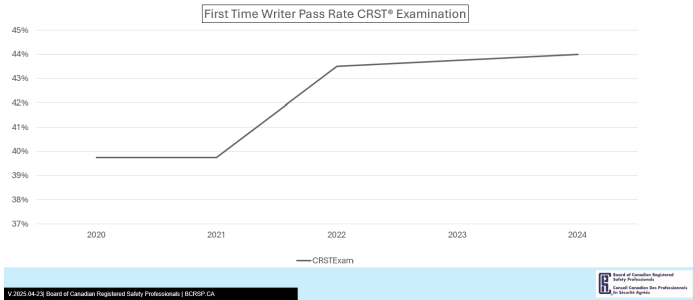
In 2025 Michael Ryan Quinn, Sadaf Umer, and Anton Voronin joined the committee.

For the CRSP® certification, 442 candidates tested resulting in 199 successful candidates in 2024.

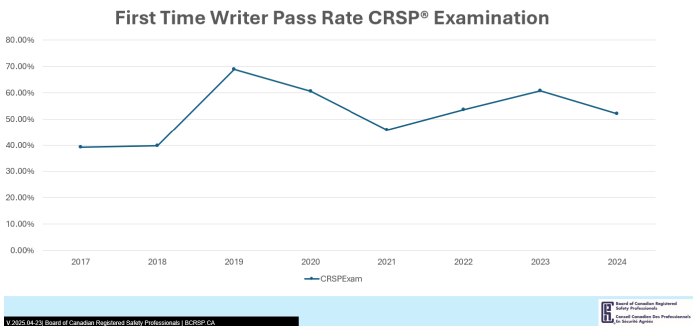
For the CRST® certification, 353 candidates tested resulting in 160 successful candidates in 2024.

In 2024 we also held an ad hoc item writing session at which a total of 5 volunteer item writers participated in an item writing session focused on CRST® Examination item generation and generated 118 new items for the bank.

CRST® Examination – First Time Writers



CRSP® Examination - First Time Writers



4 Internal Audit Committee

The Internal Audit Committee provides an independent and objective review of the BCRSP's management system and operations to add value and identify areas for improvement.

In July of 2024, the internal auditors met at the BCRSP office.

There were no non-conformities identified, however three opportunities for improvement were indicated. The opportunities for improvement have been reviewed and appropriate action plans put in place.

2024 Committee Members: Vinaydeep Alvares, Dennis Delgado, Kristina Dragun, Virginie Tremblay (Chair).

Thank you to Virginie Tremblay who concluded her term as Chair of the committee in 2024.

5 Nominations Committee

The Nominations Committee oversees the issuing of Expressions of Interest and the election process for the Governing Board as required.

For terms commencing July 1, 2024, the BCRSP received 41 Expressions of Interest (EOI) for the position of Governor; and five EOI for the position of public member.

The committee presented a slate of candidate names consisting of new or returning Governors for their approval and had the approved names placed on a ballot for certificants to vote at the Annual General Meeting held in 2024.

This committee term runs July 1-June 30 and appointments are for a 1 year term.

2024 Committee Members: Robin Angel (Chair), Paul Belair, Rebecca Chow, Kevin Dawson, Monica Szabo, and Sandy Stephens (Public Member).

6 Professional Conduct & Discipline Committees

The Professional Conduct Committee ensures the ongoing integrity and protection of the BCRSP certifications through a professional conduct review procedure addressing complaints against certificants.

The Discipline Committee members hear and determine matters related to alleged professional misconduct against any BCRSP certificants.

The purpose of the BCRSP Code of Ethics & Professional Conduct (the Code) is to provide guidance to ensure that each certificant adheres to high standards of integrity and competence.

To review the Code of Ethics and Professional Conduct, visit the BCRSP website at www.bcrsp.ca

The BCRSP maintains both a professional conduct and discipline process that is applied when a complaint is received against a certificant.

In 2024, there were no professional conduct complaints received. All certificants are bound to the Code of Ethics & Professional Conduct, and the BCRSP Bylaws establish investigator powers, the required cooperation of certificants, and the authority of the professional conduct and discipline committees.

There is also an appeals process, and as required an Appeals Committee may be established.

2024 Professional Conduct Committee Members: Aaron Kincaid, Lonnie Demas, Bhaveshkumar Mody (Chair), Jason Clarkson, Jade Eldridge.

2024 Discipline Committee Members: Michael Arduini (Chair), Lori-Ann Warren, Lesley Pyne, Jo Ann Ortega, Jewel Amond, Dave Elniski, Sandy Stephens.

Thank you to Jo Ann Ortega and Sandy Stephens (Public Member) who completed their terms on the committee in 2024.

7

Qualifications Review Committee

The Qualifications Review Committee (QRC) is responsible for the initial assessment of certification applications and for recommending to the Governing Board changes to the certification criteria and/or process resulting from the committee's ongoing analysis of application review.

The QRC Committee is responsible for reviewing applications for both the CRSP and CRST certifications.

| Statistical Report | CRSP | CRST |
|--|------|------|
| Active certifications | 5609 | 510 |
| Certifications approved 2024 | 199 | 160 |
| Total # of applications received in 2024 | 553 | 328 |

2024 Qualifications Review Committee Members: Rob Dombowsky, Laura Farmaner, Amy Gabriel, Michelle Hogan, Andy Lau, Tammy Levesque (Chair), Allen Monk, Marius Normore, Jean-Pierre Petrin, Katherine Reid, Cindy Shaw, David Smith, Dawne Stevens, Virginie Tremblay, Sarah Turner.

Thank you to departing Committee members Laura Farmaner, Michelle Hogan, Marius Normore, and Dawne Smith.

In 2025 Weiss Hekmatzada, and Hendrikje (Erica) Zwaneveld joined the Committee.

The Regional Screening Centres also continue to conduct

interviews (no longer mandatory) for CRSP applicants as part of the Board's audit and appeals processes.

Thank you also to the Regional Screening Centre members who contributed to the review of the interview protocols: Jewel Day-Hampton, Bruce Jackson, Jennifer MacFarlane, and Monica Szabo.

In addition thank you to the lead and supporting interviewers for interviews conducted in 2024.

8 Task Forces & Working Groups

In addition to the standing committees, the Governing Board from time to time appoint task forces or working groups to conduct work on behalf of the the BCRSP. In 2024, the following task forces were in place:

The Accreditation Council is charged with overseeing the implementation of the framework for occupational health and safety post-secondary program accreditation, including standards, processes, structure, and priorities.

2024 Accreditation Council Chair: Evan Edbom

Brand Ambassadors support the BCRSP Executive Director in orienting new certificants to the rights and obligations of holding a BCRSP certification.

2024 Brand Ambassadors: Savannah Eliuk, Ward Flaherty, Karin Godwin, Andrew Kamel, Lauranna Li, Lex Lovatt, Jeff Love, James McLeod, Allan Moore, David Murray, Yvonne O'Reilly, Adam Palmer, Junmin (Robin) Qu, Paul Westcott, David Williamson, Tara Wright

The CRSP® Competency Review Task Force was charged with reviewing and updating the CRSP® Examination Blueprint and review of the validation survey results to finalize the Blueprint. The updated Blueprint was published in July 2024.

2024 CRSP® Competency Review Task Force Members: Paul Belair, Marc Barre, Evan Edbom, Linda Fieldsend, John Florence, Elisa Koene, Vsevolod Kuzmenko, Jennifer MacFarlane, Bhooma Raghavan, Frank Wilson, Ryan van der Hoorn

The Military Trades Accreditation Task Force is working with VeCATS to benchmark military occupational training for non-commissioned members against the journey person standard to determine equivalency for the purposes of applications to write the CRST exam.

2024 Military Trades Accreditation Task Force Members: David Rebbitt

The Risk Management Working Group supports the Board's Enterprise Risk Management Framework in helping to identify operational risks from the Committees. A representative of each standing committee sits on this working group, which is chaired by the Executive Director.

2024 Risk Management Working Group representatives:

Vinaydeep Alvares, Rick Donato, Dave Elniski, Sylvie Giroux, Robin Kilty, Tammy Levesque, Larry Masotti, Anna Matheson, Bhjaveskumar Mody, Melissa Nadeau, Natalie Oree, Mustang Randall, Sarah Rasoul, Nicola (Nikki) Wright.

Volunteer & Interested Party Relationships



BCRSP 2024 Volunteer & Interested Party Relationships

International Relations

International Network of Safety and Health Professional Organisations (INSHPO)

The BCRSP continues to be active within the INSHPO and continued to serve as secretariat in 2024. The BCRSP's representative on INSHPO in 2024 transitioned part way through the year. Robin Angel, CRSP represented the Board on INSHPO until June 2024, thank you to Robin for her service on behalf of the BCRSP to INSHPO. Paul Belair replaced Robin Angel as the BCRSP's representative and continues to serve as the representative.

The BCRSP is an inaugural signatory to the Singapore Accord, which is a call to action for leading occupational health and safety (OHS) professional and practitioner organizations from around the world, supported by INSHPO, to commit to the Global Vision of Prevention through the adoption of a global framework for practice. The INSHPO Global Capability Framework has been an underpinning resource for the BCRSP in the development of the CRST® certification scheme, and continues to be utilized by the Accreditation Task Force as a resource to inform the accreditation framework.

Recognition Awards 2024

In 2018, an awards program was created to recognize one individual and one organization or employer who are strong BCRSP brand advocates. The criteria were as follows:

Individual category: recognizes a CRSP® or CRST® who has demonstrated exceptional support and promotion of the CRSP® or CRST® certification.

Organization/Employer category: recognizes an organization/employer who has demonstrated exceptional support for their CRSP® or CRST® certified employees, and promotion of the CRSP® or CRST® certification to their OHS practitioners.

The 2024 individual category recipient was Niclas Manson. Contributions leading to this recognition included:

- Three letters of support outlining why Niclas was deserving of this award.
- Supports OHS future leader's professional development and utilizes his various platforms to promote the BCRSP certifications through mentorship.
- Conducted presentation sessions to internal departments and other interested staff on the importance of obtaining designations and participating in improving the field of OHS.
- Actively participates in other OHS organizations such as the Occupational Hygiene Association of Ontario and the American Industrial Hygiene Association.

The 2024 organizational award recipient was the Saskatoon Tribal Council Industrial. Contributions leading to this recognition included:

Committed to advancing excellence by supporting professionals in obtaining and maintaining their BCRSP certifications.

- Provided direct financial support, offering reimbursement for examination fees and covering expenses related to recertification. This removes a significant barrier to certification, ensuring that deserving practitioners are not deterred by financial constraints.
- Paid time off for individuals to prepare for and undertake certification examinations, and once certified, offer paid time off and reimbursement for professional development activities to maintain certification.

Congratulations to the 2024 Award recipients.

2024 Volunteer of the Year Award

In 2024, the BCRSP awarded Evan Edbom, CRSP with the volunteer of the year award.

Evan Edbom received his CRSP certification in 2012. He has volunteered with the BCRSP since 2018 and has served as a member and Chair of the Qualifications Review Committee, participated on the Risk Working Group, the National Education Symposium Task Force, the CRSP Competency Review Task Force and is currently the Chair of the Accreditation Council.

Evan's career journey has included nearly 20 years of Safety and Human Resources leadership in a broad scope of industries and locations across Canada, including construction, engineering and environmental consulting, passenger transportation, trucking and forestry services. He is based in Kelowna, British Columbia.

Evan is passionate about sharing knowledge and has been involved in many other industry committees, mentorship programs and workforce initiatives. He currently serves on the board of directors for Safety Driven (the Trucking Safety

Council of BC), Trucking HR Canada's National HR Transformative Change Group, and the BC Trucking Association's Human Resources and Women in Trucking Committees.

Congratulations Evan!



Evan Edbom, CRSP
2024 Volunteer of the Year

The Board's Volunteer of the Year program was initiated in 2001 in conjunction with its 25th anniversary and the United Nation's "Year of the Volunteer". To be eligible, candidates must be a certificant in good standing, must have served in one or more volunteer capacities with the BCRSP other than the Governing Board.

Threads of Life

In 2024, the BCRSP continued to support the Threads of Life/BCRSP scholarship program which awards four (4) x \$2500 national scholarships available to Threads of Life family members who are students enrolled, either full-time or part-time, in a college or university program. The national scholarship recognizes academic achievement, community involvement, and need.

In 2023 one of the scholarship recipients ended up entering the workforce instead of pursuing an academic program so their scholarship money was unused. Those funds were moved into the 2024 scholarships so 5 scholarships were awarded.

The 2024 recipients were:

- Mackenzie McCarthy (NL)
- Mae Maguire (ON)
- Avery Crowe (NS)
- April Barnes (NL)
- Justin Milner (BC)

“The best way to find yourself is to lose yourself in the service of others.” – Gandhi

Volunteers

Over 200 volunteers serve on the BCRSP committees and task forces and we would not be able to operate without their support.

Interested in becoming a BCRSP Volunteer? Email us at volunteer@bcrsp.ca for information on how to apply.

Accreditation and the Audit Process

As the CRSP® and CRST® Certification schemes are accredited to ISO/IEC 17024 (Personnel Certification Body) by the Standards Council of Canada, and certified to ISO 9001 (Quality Management System) by BSI Management Systems, the BCRSP certification processes are subject to both external and internal audit requirements.

In 2024, an external audit was conducted by BSI to the ISO 9001 standard, and by the Standards Council of Canada to the ISO/IEC 17024 standard. There were no non-conformities identified during either audit.

The BCRSP also has an internal audit process, and the Internal Audit Committee establishes the internal audit plan, conducts the internal audit at the BCRSP office, assesses the management system conformity with ISO 9001 and ISO 17024, determines if the management system is being implemented and maintained, and determines if external and internal audit findings are being actioned and completed according to the action plan submitted to the Governing Board.

You can read more about the internal audit committee under the committee reports section of this report.

Advocacy

The Board engages with a government relations consultant to support our outreach efforts related to title protection. While professional regulation falls within Provincial jurisdiction, the BCRSP takes the position that National standards for operational criteria, academic qualifications, certification, and eventual licencing are essential. This aligns with the current drive by governments in Canada to diminish interprovincial barriers to trade on the transportability of credentials. We continue to pursue greater recognition for the profession, working in collaboration in Alberta with the Alberta Society of Health and Safety Professionals, and by direct outreach to the Ministry of Labour, Immigration, Training and Skills Development in Ontario.

When we are provided the opportunity to make the case for title protection to politicians, government officials, and business leaders, the discussion has always ended in agreement that what is being proposed makes sense. Simultaneously, we continued to build on strengthening our relationships with other like-minded organizations, notably the Health and Safety Professionals Canada (HSPC) formerly called the Canadian Society of Safety Engineering (CSSE), Women in Occupational Health and Safety Society (WOHSS), Association of Canadian Ergonomists (ACE) and the Canadian College for the Certification of Professional Ergonomists (CCCPE), Canadian Registration Board of Occupational Hygienists (CRBOH), the Occupational Hygiene Association of Ontario (OHAO), Alberta Society of Health and Safety Professionals (ASHSP), Conference Board of Canada, Minerva Canada, and the International Network of Safety and Health Professional Organisations (INSHPO).

Through continued dialogue the safety profession will speak with one voice and achieve greater credibility with interested parties.

In addition, fundamental to this work is having evidence-based research to support the advocacy effort. The BCRSP believes there is a need for more research into measuring the effectiveness of OHS practice.



Governing Board

The following individuals served on the BCRSP Governing Board from July 1, 2023 to June 30, 2024:

Officers

Chair: Paul Belair, MBA, BAsC, CRSP, VP Health, Safety & Environment, Equinox Gold, Edmonton, AB

Vice Chair: Larry Masotti, MA, CRSP, President, Minerva Canada Safety Management Education Inc., Windsor, ON

Secretary: David Deveau, P.Eng., MBA, CRSP, BEDS, Vice President Environment Health and Safety, Inlands Group of Companies, Truro, NS

Treasurer: David Larson, CSP, CFPS, ARM, CRSP, Head of Loss Control & Risk Management Services, Ascot Group, Pennsylvania, USA

Governors

Natalie Carscadden, CRSP, Freelance and Professor (Part-Time), Cambrian College, Sudbury, ON

Rebecca Chow, BSc, CDMP, CRSP, Manager OHS, District of Saanich, Sannich, BC

Christine Cousins, MSc, CChem, CRST, PMP, Health & Safety Business Partner, Reliance Home Comfort, Guelph, ON

Brenda Henry, MBA, CRSP, Director Environment, Health, Safety and Emergency Services, Fanshawe College, London, ON

Phillip Johnson, MBA, CRSP, Senior Manager Health, Safety and Compliance, Niagara Parks Commission, St Catharines, ON

Buck Page, CRSP, CPP, Senior Manager Projects and Public Safety, Translink, Fort Langley, BC

Public Member: Sandy Stephens, LLB, VP and Chief Compliance Officer, Alterna Savings, Alterna Bank, Toronto, ON



The following individuals served on the BCRSP Governing Board from July 1, 2024 to June 30, 2025:

Officers

Chair: Paul Belair, MBA, BAsC, CRSP, VP Health, Safety & Environment, Equinox Gold, Edmonton, AB

Vice Chair: Larry Masotti, MA, CRSP, President, Minerva Canada Safety Management Education Inc., Windsor, ON

Secretary: Natalie Carscadden, CRSP, Freelance and Professor (Part-Time), Cambrian College, Sudbury, ON

Treasurer: David Larson, CSP, CFPS, ARM, CRSP, Head of Loss Control & Risk Management Services, Ascot Group, Pennsylvania, USA

Governors

Rebecca Chow, BSc, CDMP, CRSP, Manager OHS, District of Saanich, Sannich, BC

Christine Cousins, MSc, CChem, CRST, PMP, Health & Safety Business Partner, Reliance Home Comfort, Guelph, ON

Michelle Hogan, RN, BScN, COHN(C), CRSP, Director Occupational Health & Wellness, University of Guelph, Guelph, ON

Phillip Johnson, MBA, CRSP, Senior Manager Health, Safety and Compliance, Niagara Parks Commission, St Catharines, ON

Darrel Nickerson, BBA, MS, CRSP, Quispamsis, NB

William Reid, CRSP, CET, BTech, Vice President Health Safety & Security, The Shaw Group Limited, Fall River, NS

Public Member: Alexander MacDonald, Retired Customer Service Executive, Halifax, Nova Scotia



2024 Audited Financial Statement

The 2024 Auditor's Report and Financial Statement are presented starting on this page

THE BOARD OF CANADIAN REGISTERED SAFETY
PROFESSIONALS
FINANCIAL STATEMENTS
DECEMBER 31, 2024

| INDEX | PAGE |
|---|--------|
| Independent Auditor's Report | 1 - 3 |
| Statement of Financial Position | 4 |
| Statement of Operations and Changes in Net Assets | 5 |
| Statement of Cash Flows | 6 |
| Notes to the Financial Statements | 7 - 11 |



INDEPENDENT AUDITOR'S REPORT

To the Members of
The Board of Canadian Registered Safety Professionals

Report on the Financial Statements

Opinion

We have audited the financial statements of The Board of Canadian Registered Safety Professionals (the "Organization"), which comprise the statement of financial position as at December 31, 2024, and the statements of operations and changes in net assets, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The Board of Canadian Registered Safety Professionals as at December 31, 2024, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of The Board of Canadian Registered Safety Professionals in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements of the Organization for the year ended December 31, 2023 were audited by another auditor who expressed an unmodified opinion on those financial statements on May 31, 2024.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

INDEPENDENT AUDITOR'S REPORT (Continued)

Responsibilities of Management and Those Charged with Governance for the Financial Statements (continued)

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

INDEPENDENT AUDITOR'S REPORT (Continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KRIENS~LAROSE, LLP

KRIENS~LAROSE, LLP

**Chartered Professional Accountants
Licensed Public Accountants**

June 12, 2025
Toronto, Ontario

THE BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2024

Page 4

| | 2024 \$ | 2023 \$ |
|--|------------|------------|
| ASSETS | | |
| CURRENT | | |
| Cash | 1,515,217 | 1,608,477 |
| Short term investments (Note 2) | 426,475 | 426,475 |
| Accounts receivable | - | 7,960 |
| HST recoverable | 41,965 | - |
| Prepaid expenses | 115,746 | 44,034 |
| | 2,099,403 | 2,086,946 |
| INVESTMENTS (Note 2) | 1,307,107 | 1,231,441 |
| | 3,406,510 | 3,318,387 |
| LIABILITIES | | |
| CURRENT | | |
| Accounts payable and accrued liabilities | 265,813 | 205,592 |
| Government remittances payable | - | 16,152 |
| Deferred revenue (Note 3) | 663,163 | 683,775 |
| | 928,976 | 905,519 |
| NET ASSETS | | |
| Unrestricted | 2,477,534 | 2,412,868 |
| | 3,406,510 | 3,318,387 |

APPROVED ON BEHALF OF THE BOARD OF DIRECTORS:

_____, Director _____, Director

See accompanying notes to the financial statements

THE BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2024

Page 5

| | 2024 | 2023 |
|---|-----------|-----------|
| | \$ | \$ |
| REVENUES | | |
| Annual dues | 1,632,616 | 1,453,660 |
| Application fees | 359,125 | 344,763 |
| Investment income (Note 2) | 155,415 | 116,909 |
| Product sales and other | 75,270 | 64,518 |
| Examination fees | 26,838 | 21,941 |
| | 2,249,264 | 2,001,791 |
| EXPENSES | | |
| Management fees | 638,200 | 604,250 |
| Examinations | 519,627 | 410,959 |
| Communications | 286,998 | 367,527 |
| Application processing | 124,113 | 78,608 |
| Travel | 96,057 | 78,382 |
| Professional fees | 92,920 | 40,200 |
| Memberships | 77,230 | 92,485 |
| Website | 73,554 | 79,273 |
| Meetings | 73,610 | 111,488 |
| Bank charges | 58,768 | 60,491 |
| Donations | 50,000 | 50,000 |
| Volunteer management system | 32,473 | 33,138 |
| Accreditation | 19,172 | 29,111 |
| Insurance | 14,089 | 23,098 |
| Investment account fees | 8,118 | 8,182 |
| Printing | 6,467 | 1,154 |
| Delivery, freight, and postage | 4,642 | 11,700 |
| Reference texts | 3,431 | 5,753 |
| Office | 2,630 | 3,348 |
| Product purchases | 2,477 | 2,086 |
| OHS Post Secondary Program Accreditation | 22 | 967 |
| National education symposium | - | 59,758 |
| | 2,184,598 | 2,151,958 |
| Excess (deficiency) of revenues over expenses | 64,666 | (150,167) |
| Net assets, beginning of year | 2,412,868 | 2,563,035 |
| Net assets, end of year | 2,477,534 | 2,412,868 |

See accompanying notes to the financial statements

THE BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2024

Page 6

| | 2024 | 2023 |
|--|-------------|-------------|
| | \$ | \$ |
| | | (Note 6) |
| CASH WAS PROVIDED BY (USED IN): | | |
| OPERATING ACTIVITIES | | |
| Cash receipts from annual dues | 1,619,964 | 1,736,800 |
| Cash receipts from application fees | 359,125 | 344,763 |
| Cash receipts from examination fees | 26,838 | 21,941 |
| Cash receipts from product sales and other | 75,270 | 64,518 |
| Investment income received | 79,491 | 51,478 |
| Cash paid to suppliers and employees | (2,254,206) | (2,078,162) |
| | (93,518) | 141,338 |
| INVESTING ACTIVITIES | | |
| Redemption (purchase) of investments | 258 | (252,386) |
| Change in cash and cash equivalents | (93,260) | (111,048) |
| Cash, beginning of year | 1,608,477 | 1,719,525 |
| Cash, end of year | 1,515,217 | 1,608,477 |

See accompanying notes to the financial statements

PURPOSE OF THE ORGANIZATION

The purpose of The Board of Canadian Registered Safety Professionals (the "Organization") is to promote and enhance, nationally and internationally, the health and safety profession. It is a non-share capital corporation, incorporated under the laws of Canada, to be carried on without the purpose of gain for its members and any profits or other accretions to the Organization must be used in promoting its objects. As a result of its not-for-profit status, the organization is exempt from income tax under certain provisions of the Income Tax Act.

1. SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Handbook and include the following significant accounting policies:

Financial Instruments

The Organization initially measures its financial assets and financial liabilities at fair value. The Organization subsequently measures all its financial assets and financial liabilities at amortized cost, with the exception of investments quoted on active markets, which are initially and subsequently measured at fair value.

Financial assets measured at amortized cost include cash, accounts receivable and fixed income investments. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial assets measured at fair values includes investments in mutual funds.

Financial assets measured at cost or amortized cost are tested for impairment when there are indicators of impairment. The amount of a write-down, if any, is recognized in the excess of revenue over expenses. Reversals of impairment are recorded to the extent that the value has increased, up to the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the excess of revenue over expenses.

Cash and Cash Equivalents

Cash and cash equivalents consist of cash on hand and fixed income investments with maturities of less than 90 days.

Investments

Investments consist of guaranteed investment certificates with original maturities greater than three months but less than one year when purchased and are carried at cost plus accrued interest, and mutual funds measured at fair market value.

Continued...

1. SIGNIFICANT ACCOUNTING POLICIES (continued)

Revenue Recognition

Annual dues are set annually by the Board of Directors and are recognized as revenue proportionately over the fiscal year to which they relate. Deferred revenue represents membership dues received for a future period.

New application fees, product sales and other revenue are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Examination fees are recognized as revenue when the examination services have been rendered, which is the point at which the examination has taken place.

Investment income, which consists of interest, dividends, and realized and unrealised gains and losses, is recognized as revenue when earned.

Donated Property and Services

During the year, voluntary services were provided. Because these services are not normally purchased by the Organization and because of the difficulty of determining their fair value, donated services are not recognized in these statements.

Prepaid Expenses

Prepaid expenses are recorded for goods and services to be received in the next fiscal year, which were paid for in the current fiscal year.

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the reporting date and the reported amounts of revenues and expenses for the reporting period. Actual results could differ from these estimates. These estimates are reviewed periodically and adjustments are made, as appropriate, in the statement of operations in the year they become known.

Continued...

2. INVESTMENTS

Investments consists of the following:

| | 2024 \$ | 2023 \$ |
|---|------------|------------|
| RBC Select Conservative Portfolio | 1,307,107 | 1,231,441 |
| GIC maturing November 6, 2025, interest at 3.70% | 251,394 | - |
| GIC maturing June 2, 2025, interest at 3.28% | 175,081 | - |
| GIC maturing November 4, 2024, interest at prime rate | - | 252,062 |
| GIC maturing June 5, 2024, interest at 1.53% | - | 174,413 |
| | 1,733,582 | 1,657,916 |
| Less: short term investments | 426,475 | 426,475 |
| Long term investments | 1,307,107 | 1,231,441 |

Investment income consists of the following:

| | 2024 \$ | 2023 \$ |
|---------------------------------------|------------|------------|
| Unrealized gain on investments | 75,924 | 65,431 |
| Dividends and other investment income | 58,003 | 48,620 |
| Interest | 21,488 | 2,858 |
| Total | 155,415 | 116,909 |

3. DEFERRED REVENUE

Deferred revenue represent annual dues for the 2025 fiscal year received in the 2024 fiscal year.

Continued...

4. COMMITMENT

The Organization entered into a management services agreement on September 25, 2023, expiring December 31, 2028. As at December 31, 2024, the total remaining commitment are as follows:

| | |
|------|-----------|
| 2025 | 654,200 |
| 2026 | 667,300 |
| | <hr/> |
| | 1,321,500 |

The management fees for fiscal year 2027 and 2028 are to be negotiated during the 2026 fiscal year.

5. FINANCIAL INSTRUMENTS

The Organization is exposed to various risks through its financial instruments. The following presents the Organization's risk exposures and concentrations at December 31, 2024.

Credit Risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The Organization's credit risk would relate to accounts receivable. Actual exposure to credit losses is estimated to be minimal. The allowance for doubtful accounts is \$nil (2023: \$nil)

Liquidity Risk

Liquidity risk is the risk the Organization will encounter difficulties in meeting obligations associated with financial liabilities. The Organization is exposed to liquidity risk mainly with respect of its accounts payable and accrued liabilities. The Organization expects to meet these obligations as they come due by generating sufficient cash flow from operations.

Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risks: currency risk, interest rate risk and other price risk.

Currency Risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Organization is not exposed to significant foreign currency risk.

5. FINANCIAL INSTRUMENTS (continued)

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Organization's exposure to interest rate risk is limited to its fixed income investments as described in Note 2.

Other Price Risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. To protect against this risk, management has developed an investment policy which requires diversified investments to ensure the portfolio meets specific requirements. As a result, it is management's opinion that the Organization is not exposed to significant other price risk arising from its financial instruments.

6. COMPARATIVE INFORMATION

Certain comparative figures in the statement of cash flows have been reclassified for presentation purposes to conform with the financial statement presentation adopted in the current year.



**Board of Canadian Registered
Safety Professionals**

**Conseil Canadien Des Professionnels
En Sécurité Agréés**