Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés

BCRSP Annual Report

2025

Contents

Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés

2025 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.

Board of Canadian Registered Safety Professionals (BCRSP) Profile

Mission (2025)

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

Vision (2025)

Safe and healthy workplaces through certification.

Please note the Mission, Vision, and Values Statements were updated in June 2026. Please see the website for the most recent versions.

Overview

The Board of Canadian Registered Safety Professionals (BCRSP) continued to serve the public interest in 2025 by upholding credible and reliable certification standards for occupational health and safety professionals across Canada. This responsibility remains central to all aspects of the organization's work, guiding both strategic direction and operational decisions.

Throughout the year, BCRSP demonstrated steady progress in advancing its strategic priorities, strengthening the value of certification, and reinforcing its role as a trusted authority within the profession.

Looking ahead, the organization remains focused on being recognized as the leading certifying body for safety professionals in Canada by industry, educators, governments, and partners.

Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés

Our Values (2025)

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 the 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.

Governance

BCRSP is guided by a committed Governing Board composed of executive officers and governors representing a broad range of expertise and perspectives across the profession.

The Board continued to strengthen its governance capacity in 2025 through ongoing training and engagement, ensuring effective oversight and stewardship of the organization.

The Nominations Committee maintained a rigorous and transparent selection process, assessing candidates against competency requirements and organizational needs. A full slate of qualified candidates was presented and approved, supporting continuity and renewal within the Board.

Message from the Chair

The Board of Canadian Registered Safety Professionals (BCRSP) appointed Larry Masotti, MA, B.Ed., CRSP as Governing Board Chair effective July 1, 2026 through June 30, 2027.

I am pleased to share the Chair's Report for 2025. At BCRSP, our role is clear. We serve the public interest by upholding credible, reliable certification standards for occupational health and safety professionals across Canada. That responsibility guides every decision we make.

Over the past year, our work reflected careful stewardship and a strong sense of purpose. In a time when professional expectations continue to evolve, our focus remained steady: to maintain certification programs that are trusted, well governed, and grounded in recognized standards of practice.

The Governing Board has continued to advance its strategic plan with clear goals and practical action. Building on the work of previous boards, we have focused on growing awareness of certification, strengthening its value, and reinforcing the important contribution that qualified safety professionals and technicians make across every sector.

Our vision for 2026 and beyond is ambitious. We want BCRSP to be recognized across Canada as the leading certifying body for safety professionals, respected by industry, educators, governments, media, and our partners across the occupational health and safety community.

We are making meaningful progress. Over the past year, we reached several important milestones, and I would like to highlight a few of them while also recognizing the team and volunteers whose commitment made that progress possible.

- We completed the Competency Model Project and launched the Competency Model document which is available on the BCRSP website and is promoted to employers and to the profession as a practical resource.
- We began planning for BCRSP's 50th Anniversary Celebration Conference, which was held in May 2026 in Niagara Falls.
- We brought together peer organizations to form what is now the Canadian Occupational Health and Safety Professions Alliance, or COHSPA.
- We hosted the National Education Symposium in Fredericton, New Brunswick, bringing together post-secondary educators and program leaders to discuss the changing landscape of occupational health and safety education in Canada.
- We updated and approved the BCRSP/IOSH Memorandum of Understanding.
- We implemented the updated CRSP examination blueprint for testing in 2025.
- The Board participated in governance training, strengthening its capacity to lead effectively.
- We surpassed 25,000 followers on LinkedIn, expanding our reach and visibility.
- And we completed the 2025 Salary Survey, with the report now available on the BCRSP website.

One of the most significant developments in 2025 was the progress we made in collaboration. Early in the year, BCRSP convened an exploratory meeting with like-minded organizations to determine whether there was value in working together to advance health and safety in Canada. That conversation led to the formation of the Canadian Occupational Health and Safety Professions Alliance, or

COHSPA. The goals of COHSPA are to:

- strengthen communication and cooperation among participating organizations
- identify where joint action will have the greatest impact, while recognizing where organizations should continue to lead independently
- increase awareness of the multidisciplinary nature of occupational health and safety and encourage more integrated solutions
- support professional recognition and self-regulation where appropriate

This initiative reflects a simple but important idea: health and safety are strengthened when organizations work together. Throughout 2025, we continued to build that foundation, identify shared priorities, and explore practical ways to support both the profession and the broader occupational health and safety community.

The Board continued its work to advance title protection and professional recognition. To support this effort, we engaged with a government relations consultant to strengthen our outreach. While professional regulation is a provincial responsibility, BCRSP's position remains clear: national standards for operational requirements, academic qualifications, certification, and, ultimately, licensure are essential to the long-term strength of the profession.

This aligns with the broader efforts taking place across Canada to reduce interprovincial barriers and improve the mobility of credentials. We continue to pursue greater recognition for the profession through collaboration in Alberta with the Alberta Society of Health and Safety Professionals, and through direct outreach to the Ministry of Labour, Immigration, Training and Skills Development in Ontario.

This is long-term work. It requires patience, persistence, and partnership. But it matters, because stronger recognition of the profession supports stronger workplace health and safety outcomes across the country.

BCRSP also continued to expand its outreach to employers, human resource professionals, recruiters, educators, and those practising in safety roles. We are seeing sustained interest in both the CRSP and CRST certifications, which speaks to the growing recognition of their value in the marketplace.

A highlight of this work was BCRSP's 50th Anniversary Celebration Conference in Niagara Falls. The event was very well received, and it was a meaningful opportunity to celebrate our history, recognize the people who have shaped our organization, and look ahead to the future of the profession. We are grateful to the certificants, speakers, and volunteers who helped make that event such a success.

BCRSP also continues to play an important role internationally through its membership in, and secretariat support for, the International Network of Safety and Health Professional Organisations, or INSHPO. I would like to thank Paul Belair, CRSP, past Chair of the BCRSP Governing Board, who currently serves as BCRSP's representative on INSHPO and as INSHPO's current President.

BCRSP has long been recognized as a leader in promoting excellence in occupational health and safety. Through the CRSP and CRST certification programs, we help set expectations for professional competence and ethical practice. Our involvement with INSHPO ensures that Canadian expertise contributes to the development of international frameworks and standards, and that our profession remains connected to the broader global conversation.

I want to express my sincere gratitude to the Governing Board for its dedication, thoughtful leadership, and strong commitment to BCRSP's mission. I also want to thank the many volunteers who support our work. The strength and credibility of our certification programs depend on the time, expertise, and care that you contribute so generously. Thank you for your continued confidence in BCRSP and in the important work of professional certification.

2025 Highlights

Activity Highlights

Strategic Progress

In 2025, BCRSP achieved several key milestones aligned with its strategic plan:

- Completion and launch of the Competency Model Project
- Advancement of the CRSP examination blueprint
- Expansion of national and international partnerships
- Delivery of governance training for Board members
- Completion of the 2025 Salary Survey
- Growth in digital engagement and visibility, including over 25,000 LinkedIn followers

These initiatives reflect a consistent focus on strengthening the credibility, relevance, and reach of certification in Canada.

Collaboration and Sector Leadership

A major development in 2025 was the formation of the Canadian Occupational Health and Safety Professions Alliance. This initiative brings together organizations to strengthen collaboration, improve communication, and advance shared priorities in occupational health and safety.

The alliance reflects a broader recognition that effective health and safety outcomes are best achieved through coordinated action across disciplines and organizations.

Internationally, BCRSP continued its leadership role through active participation in the International Network of Safety and Health Professional Organisations, contributing Canadian expertise to global standards and frameworks.

Advocacy and Professional Recognition

BCRSP advanced efforts to strengthen professional recognition and title protection across Canada. Work in this area included engagement with government stakeholders and collaboration with provincial partners.

This long-term effort supports improved credential mobility and contributes to stronger occupational health and safety outcomes nationwide.

Brand and Market Presence

BCRSP continued to expand awareness of its certifications among employers, educators, and human resources professionals.

Interest in both the CRSP and CRST designations remains strong, reflecting growing recognition of their value in the marketplace.

Communications and Engagement

BCRSP maintained a broad communications and outreach program in 2025, including:

- Presentations to industry groups and educational institutions
- Participation in trade shows and events
- Advertising and media engagement
- Publication of newsletters and press releases
- Social media campaigns recognizing certificants and volunteers

The organization's website continues to serve as a key resource for applicants, certificants, and stakeholders, with ongoing enhancements to improve access to information and services.

Certification and Professional Standards

Certification remains at the core of BCRSP's mandate. In 2025:

- 5,530 individuals held CRSP certification
- 722 individuals held CRST certification
- 238 CRSP and 195 CRST certifications were newly awarded or reinstated

Continued growth in applications reflects sustained interest in both certification streams.

The BCRSP also maintained rigorous examination processes supported by extensive item banks and ongoing review, ensuring validity, reliability, and alignment with professional practice.

Continuous Professional Development and Compliance

BCRSP's commitment to maintaining professional standards is reinforced through its continuous professional development program:

- 1,208 certificants were required to submit CPD records
- 92 per cent of submissions were approved
- 112 certifications were revoked due to non-compliance

This process supports continued competence and accountability within the profession.

Quality Assurance and Audit

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 2025, 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.

Professional Conduct

BCRSP's professional conduct and discipline process ensures accountability and public trust.

In 2025, one complaint was received and investigated, with the case dismissed in early 2026.

Executive Operations

The BCRSP team continued to strengthen internal systems and service delivery, focusing on quality, consistency, and client experience.

Key operational priorities included:

- Enhancing communication tools and resources
- Improving access to information through the website
- Supporting applicants, certificants, and volunteers
- Delivering major initiatives, including the 50th anniversary conference which was executed in 2026.

Volunteer contributions remain fundamental to BCRSP's success, supporting all aspects of governance, certification, and program delivery.

Financial Performance

BCRSP reported a strong financial position in 2025. The organization received a clean audit opinion, confirming that financial statements align with Canadian not-for-profit accounting standards.

2025 Audited Financial Statement

The 2025 Auditor's Report and Financial Statement are presented starting on this page

THE BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS

FINANCIAL STATEMENTS

DECEMBER 31, 2025

KRIENS~LAROSE, LLP
CHARTERED PROFESSIONAL
ACCOUNTANTS

37 Main Street
Toronto, Ontario M4E 2V5

Tel. 416-690-6800
Fax. 416-690-9919

Web Page:
www.krienslarose.com

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, 2025, 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, 2025, 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.

Restatement of Previously Issued Financial Statements
As described in Note 2, the comparative financial statements for the year ended December 31, 2024 have been restated to correct a misstatement related to an accounts payable balance that was not cleared when settled and was instead expensed. The correction resulted in a decrease in accounts payable and accrued liabilities and a corresponding increase in net assets as at January 1, 2024 of $113,740. There is no impact on the change in net assets for the year ended December 31, 2024.

INDEPENDENT AUDITOR'S REPORT (Continued)

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.

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 11, 2026
Toronto, Ontario

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2025

	2025 $	2024 $ (Note 2)
ASSETS		
CURRENT		
Cash	2,008,827	1,515,217
Short term investments (Note 3)	427,484	426,475
HST recoverable	45,713	41,965
Prepaid expenses	151,906	115,746
	2,633,930	2,099,403
INVESTMENTS (Note 3)	1,360,381	1,307,107
	3,994,311	3,406,510
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	244,117	152,073
Deferred revenue (Note 4)	777,425	663,163
	1,021,542	815,236
NET ASSETS		
Unrestricted	2,972,769	2,591,274
	3,994,311	3,406,510

APPROVED ON BEHALF OF THE BOARD OF DIRECTORS:

______________________________, Director ______________________________, Director

THE BOARD OF CANADIAN REGISTERED SAFETY PROFESSIONALS
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2025

	2025 $	2024 $
REVENUES		
Annual dues	1,670,710	1,632,616
Application fees	420,831	359,125
Investment income (Note 3)	134,952	155,415
Product sales and other	73,048	75,270
Examination fees	43,557	26,838
	2,343,098	2,249,264
EXPENSES		
Management fees	654,200	638,200
Examinations	388,526	519,627
Communications	226,014	286,998
Travel	93,645	96,057
Meetings	85,999	73,610
Application processing	83,001	124,113
Memberships	70,322	77,230
Bank charges	64,805	58,768
Professional fees	55,193	92,920
Donations	50,000	50,000
National education symposium	38,181	-
Website	37,358	73,554
Volunteer management system	30,819	32,473
Accreditation	25,996	19,172
Insurance	18,587	14,089
Office	8,868	2,630
Investment account fees	8,604	8,118
Delivery, freight, and postage	6,740	4,642
Product purchases	6,344	2,477
Printing	4,803	6,467
Reference texts	3,598	3,431
OHS Post Secondary Program Accreditation	-	22
	1,961,603	2,184,598
Excess of revenues over expenses	381,495	64,666
Net assets, beginning of year - as restated (Note 2)	2,591,274	2,526,608
Net assets, end of year	2,972,769	2,591,274

See accompanying notes to the financial statements

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2025

	2025 $	2024 $
CASH WAS PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Cash receipts from annual dues	1,784,972	1,619,964
Cash receipts from application fees	420,831	359,125
Cash receipts from examination fees	43,557	26,838
Cash receipts from product sales and other	73,048	75,270
Investment income received	81,678	79,491
Cash paid to suppliers and employees	(1,909,468)	(2,254,206)
	494,618	(93,518)
INVESTING ACTIVITIES		
Redemption (purchase) of investments	(1,008)	258
Change in cash and cash equivalents	493,610	(93,260)
Cash, beginning of year	1,515,217	1,608,477
Cash, end of year	2,008,827	1,515,217

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.

2. RESTATEMENT OF THE PRIOR PERIOD FINANCIAL STATEMENTS

During the year ended December 31, 2025, the Organization identified a misstatement related to a historical accounts payable balance that has been carried forward, dating back to at least fiscal 2010. As records prior to this date are not available, the Organization is unable to determine the exact period in which the misstatement originated. The balance does not represent a present obligation as at December 31, 2025. Comparative figures for 2024 have been restated, resulting in a decrease in accounts payable and accrued liabilities and a corresponding increase in opening net assets as at January 1, 2024 of $113,740.

There is no impact on the excess of revenues over expenses for the years ended December 31, 2025 and 2024.

3. INVESTMENTS

Investments consist of the following:

	2025 $	2024 $
RBC Select Conservative Portfolio	1,360,381	1,307,107
GIC maturing June 4, 2026, interest at 2.20%	177,216	-
GIC maturing June 15, 2026, interest at 2.45%	250,268	-
GIC maturing November 6, 2025, interest at 3.70%	-	251,394
GIC maturing June 2, 2025, interest at 3.28%	-	175,081
	1,787,865	1,733,582
Less: short-term investments	427,484	426,475
Long-term investments	1,360,381	1,307,107

3. INVESTMENTS (continued)

Investment income consists of the following:

	2025 $	2024 $
Unrealized gain on investments	53,274	75,924
Dividends and other investment income	69,422	58,003
Interest	12,256	21,488
Total	134,952	155,415

4. DEFERRED REVENUE

Deferred revenue represent annual dues for the 2026 fiscal year received in the 2025 fiscal year.

5. COMMITMENT

The Organization entered into a management services agreement on September 25, 2023, expiring December 31, 2028. As at December 31, 2025, the total remaining commitment is as follows:

2026	667,300

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

6. 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, 2025.

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 (2024: $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.

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 3.

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.

Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés

Volunteer & Interested Party Relationships

2

BCRSP 2025 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 2025. Paul Belair served as the BCRSP's representative to INSHPO in 2025.

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 2025

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 2025 individual category recipient was Dr. Veera Kumar Mohan, CRSP. Dr. Mohan has played a transformative role in supporting OHS practitioners' professional development and mentoring future leaders in achieving the Certified Canadian Registered Safety Professional (CRSP) certification. Through structured mentorship programs, training initiatives, and industry collaborations, he has helped professionals advance their careers, enhance their competencies, and achieve CRSP certification, resulting in measurable success in certification attainment, career growth, and industry-wide safety improvements.

The 2025 organizational award recipient was MacKinnon and Olding Ltd. MacKinnon and Olding Ltd. currently employs one Safety Manager and five Safety coordinators, all of whom play critical roles in maintaining the highest OHS standards in the organization. When recruiting for management positions within their safety team, they require candidates to hold a CRSP certification. For Safety Coordinator positions, while not mandatory, they recognize BCRSP certifications as valuable assets. Once hired, the senior management actively encourages Safety Coordinators to pursue these certifications as part of their professional development and covers costs and time to prepare for the examinations. MacKinnon and Olding Ltd. also supports their certificants through time and funding to ensure they meet their continuous professional development requirements during their certification cycles.

Congratulations to the 2025 Award recipients.

2025 Volunteer of the Year Award

In 2025, the BCRSP awarded Tom Barnett, BSc, CRSP the volunteer of the year award.

Tom is a seasoned health and safety professional with a Bachelor of Science from Ryerson University and more than two decades of experience in laboratory technology, program development, and safety training. His pragmatic, consultative approach helps organizations of all sizes design, implement, and maintain effective safety management systems.

Tom began his career as a laboratory technologist, supporting quality control and research initiatives for multiple organizations. His tenure at DuPont exposed him to one of the most advanced safety programs in the industry and sparked his enduring passion for workplace safety.

Leveraging his hands-on lab experience, Tom joined a leading consulting firm to deliver customized safety training to national and international clients. He has facilitated workshops on hazard assessment, regulatory compliance, and safety leadership—always tailoring content to client needs and operational realities.

In 2004, while serving in the Ontario government as a health and safety coordinator, Tom earned his Canadian Registered Safety Professional (CRSP) designation. He applied his expertise to provincial initiatives, streamlining reporting processes and enhancing employee engagement in safety programs. After attending an item-writing workshop in 2006, Tom was invited to join the CRSP exam committee. Today, he chairs the Item Review Committee, overseeing the development and validation of examination content to ensure it meets national competency standards.

As a respected volunteer for organizations such as BCRSP and WSPS, Tom contributes to exam item reviews, health and safety awareness training for co-op students and those new to the workplace. He is committed to elevating the safety profession through mentorship and thought leadership.

When he's not delivering safety programs or leading committee meetings, Tom enjoys making music with his bandmates. His creative pursuits, combined with a dedication to community service, reflect his belief that collaboration and continuous learning are key to both personal satisfaction and professional success.

Congratulations Tom!

Tom Barnett, BSc, CRSP
2025 Volunteer of the Year

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

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 2025, 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.

The 2025 recipients were:

- Megan Bourque (NB)
- Jessica Goulet (ON)
- Ashley Wallbank (AB)
- Isabella Hutchings (NL)

2025 Volunteers

BCRSP volunteers are critical to the success of the BCRSP. 2025 Volunteers included:

50th Anniversary Task Force, Ana Reyes, Carrie Bjola, Jennifer MacFarlane, Larry Masotti, Leena Paul, Phillip Johnson, Robin Condon, Sandro Perruzza, Satinder Brar, **Accreditation Council**, Evan Edbom, **Appeals Committee**, Alexander MacDonald, Larry Masotti, Michelle Hogan, Rebecca Chow, **Brand Ambassadors**, Adam Palmer, Allan Moore, David Murray, David Williamson, Jeff Love, Karin Godwin, Lex Lovatt, Paul Westcott, Savannah Eliuk, Ward Flaherty, **Communications Committee**, Anna Matheson, Heather Moon, Kate Peardon, Kevin Kachanoski, Leena Paul, Marylene Provost, Robin Condon, Steven Hnatishin, Sylvie Giroux, Tiana Larocque, Tulika Mishra, **Continuous Professional Development,** Adina Negru, Catherine Drum, Sarah Rasoul, Debasish Kakoty, Joseph Nip, Mark Fernandes, Nicole Salmon, Noel Slaney, **CRSP Examination Committee**, Ashley Mckie, Beryl Ludwig, Jason Rogowski, Jenny Ho, Katheryn Carley, Marc Barre, Michael Kary, Rick Donato, Roberto Camba Baldomar, Stacia Gunn, Vsevolod Kuzmenko, **CRSP Screening Pool**, Bruce Jackson, Cathy Whiffen, Michael Amyotte, David Nguyen, Jennifer MacFarlane, Jessica Meyer, Jewel Day-Hampton, Kaela Ballum, Katrina Hynes, M Christi Cooper, Monica A Szabo, Paul Westcott, Rory Gibson, Savannah Eliuk, Shelby Hayes, Tara Hunt, **CRST Examination Committee**, Absalom Pierce, Aman Singh, Casey Chan, Jayne Jacobs, Marius Normore, Matthew Dafoe, Michael Gouthro, Olivier Plante, Robert (Bobby) Hurley, William Rowan, **Discipline Committee**, Dave Elniski, Jewel Amond, Lesley Pyne, Lori-Ann Warren, Michael Arduini, **Examinations Advisory Committee**, Michael Fears, Michael Kary, Natalie Oree, Rebecca Chow, Robert (Bobby) Hurley, Robin Kilty, Roger Belair, Tara Jukes, Tom Barnett, **Examination Translation Review Working Group**, Josée Paquin, Marc Barre, **Finance Committee (Corporate)**, Christine Cousins, Darrel Nickerson, David Larson, **Governance Committee (Corporate)**, David Legge, Larry Masotti, Michelle Hogan, Natalie Carscadden, Paul Belair, Paula Campkin, Tammy Levesque, **Internal Audit Committee**, Aron Laxton, Farkhondeh (Fari) Fathi, Kristina Dragun, Vinaydeep Alvares, **Item Bank Maintenance Committee**, Carmen Mager, Heather Tomsic, Jennifer MacFarlane, Laura Mullowney, Michael Fears, Natalie Oree, Robin Kilty, Tara Jukes, **Item Review Committee**, Adeshina Sadiq, Beryl Ludwig, Bhooma Raghavan, Carmen Mager, Elisa Koene, Heather Tomsic, Judith (Jodi) Flatt, Melissa Nadeau, Michael David Powers, Robin Kilty, Tom Barnett, **Item Writing Committee**, Anton Voronin, Jessica Wong, Lidia Felber, Megan Martin, Michael Quinn, Murray Sunstrum, Natalie Oree, Rajaleshmi Subbiah, Roberta Sheng-Taylor, Roger Belair, Sadaf Umer, **Nominations Sub-Committee (Governance)**, Alexander MacDonald, Jody Polson, Kevin Dawson, Paul Belair, Rebecca Chow, **Professional Conduct Committee**, Aaron Kincaid, Andrew Kamel, Bhaveshkumar Mody, Jade Eldridge, Jason Clarkson, Lonnie Demas, **Qualifications Review Committee**, Allen Monk, Amy Gabriel, Andy Lau, Cindy Shaw, David Smith, Hendrikje Zwaneveld, Jean Pierre Petrin, Katherine Reid, Marius Normore, Rob Dombowsky, Sarah Churchill, Tammy Levesque, Virginie Tremblay, Weiss Hekmatzada, **Risk Management Working Group 2025**, Anna Matheson, Bhaveshkumar Mody, Dave Elniski, Larry Masotti, Melissa Nadeau, Natalie Oree, Rebecca Chow, Rick Donato, Robert (Bobby) Hurley, Robin Kilty, Sarah Rasoul, Sylvie Giroux, Tammy Levesque, Vinaydeep Alvares

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

Governing Board

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

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

Darrel Nickerson, BBA, MS, CRSP, Educator/Consultant/DKN Safety Services, Mechanic Settlement, NB

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

The following individuals served on the BCRSP Governing Board from July 1, 2025 to June 30, 2026:

Officers

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

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

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

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

David T. Deveau, MBA, BEDS, P.Eng., CRSP
Vice President Corporate Safety and Sustainability, The Inland Group of Companies, Fall River, NS

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

David Legge, B.Sc., M.Ed., CRSP, CHSC
Director OHS Division, Government of Newfoundland & Labrador
St John's, NL

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

Jeremy Mollet, M.Eng., MBA, CRSP, CSP, CMIOSH, CHMM
Director of Business Reliance and Corporate Services, ENMAX, Calgary, AB

Darrel Nickerson, BBA, MS, CRSP, Educator/Consultant/DKN Safety Services, Mechanic Settlement, NB

Cindy Schiewek, MBA, CRSP
Director of Health and Safety Services, WSN
Hanmer, ON

Board of Canadian Registered Safety Professionals

Conseil Canadien Des Professionnels En Sécurité Agréés