

Georgia Association for Industrial-Organizational Psychology (GAIOP)

2021 Annual Report - Message from the President: John Morrison, Ph.D.

GAIOP continued to fully serve its members during 2021 while enduring the challenges and limitations of the Covid-19 pandemic. In fact, it was close to "business as usual" for GAIOP. The most notable accomplishment was the virtual delivery of four very successful CE-approved webinars with a robust average registration of 28 participants per session. The webinars included a mix of enthusiastic regular and student GAIOP members, and other HR professionals from the I-O community.

This year's success could not have been achieved without the dedication and efforts of the current Board as it completed the first half of its two-year term. It was (and still is!) a pleasure serving alongside MaryAnn Jerrum – VP of Membership, Dave Lux – VP of Programs, Andy Neiner, VP of Communication, and Seth Zimmer – Secretary Treasurer. The Association would also like to thank members who served on vital committees throughout the year, including Carolyn Facteau, Wanda Hayes, Kay Loerch, Randy Lucius, Alison Mallard, Joy McCarthy, Kamala Proctor, and Dan Whitenack.

GAIOP continued its proud tradition of fiscal responsibility by starting and ending the year debt-free with high reserves. Total income recorded in 2021 was \$12,679.30, with overall expenses coming in at \$5,214.05. This enabled GAIOP to add significantly to its reserves, reaching \$38,379.25 by the end of 2021. While this is in keeping with the Association's track record, last year the surplus was almost entirely due to a large one-time windfall resulting from a special joint-delivery arrangement with SIOP in 2020. *Aside from this payment, income exceeded expenses by approximately eight hundred dollars in 2021.* High-level information regarding Association income and expenses for the year can be found in the tables below and more details are available upon request.

The deceleration of real growth in the reserve, for now, is largely due to downward pressure on Association income related to member attrition and the waiver of dues and fees for students and officers. This year, we are beginning to evaluate a potential new market for GAIOP's offerings as a way of driving professional member growth beyond the I/O community. Organically, it is also reasonable to expect some student members to become professional members as their careers continue to unfold.

There are some uncertainties on the expense side of the ledger to keep an eye on as well. In one scenario, the State Board of Examiners' in-person attendance requirement could be reinstated in 2023 while GAIOP's previous host organizations are no longer able to donate facilities for the Association to hold workshops. By the end of 2022, this scenario among others could require GAIOP to revisit the sustainability of the dues and fee amounts in place today. If you have questions about any of the information in this Report, please do not hesitate to contact Andy Neiner communications@gaiop.org or myself president@gaiop.org.

Table 1 GAIOP 2021 Annual Income	
Membership Dues	\$3,180.00
Workshop Registration Fees	\$9,499.30
Total 2021 Income	\$12,679.30

Table 2 GAIOP 2021 Annual Expenses	
Operational Expenses	\$3,224.29
Workshop Expenses	\$1,979.76
Total 2021 Expenses	\$5,214.05