

AMHSA

Health | Safety | Environment



Annual Report



About Us

The Alberta Municipal Health and Safety Association (AMHSA) is an educational non-profit organization that promotes occupational health and safety and environmental stewardship in the workplace.

What’s in it for you? The answer is value. We have a membership of 60,000+ members in 19 cities, 108 towns, 88 villages, 51 summer villages, 64 counties and municipal districts, and six specialized districts.

Since 1990, our mission has been to assist municipal employers and workers in implementing effective Health and Safety Management Systems (HSMS) and educating both employers and workers through classroom and online training. As a recognized leader in municipal HSE excellence, we partner with municipal employers, workers, and strategic partners to educate, equip, and inform them with the knowledge and skills that will keep them and their co-workers safe, reducing the costs and impacts associated with workplace incidents.

A message from our Board Executive

Dear members,

The Alberta Municipal Health and Safety Association (AMHSA) is guided by one mission: to ensure that all workers return home safely to their friends, family, and loved ones, every day.

On behalf of the AMHSA Board of Directors and Executive, I am pleased to share this report highlighting our progress towards that mission, in addition to the goals, objectives, and key performing indicators outlined in our 2024 Business Plan.

- Throughout the year, we:
1. Delivered practical tools and resources to support physical and psychologically safe workplaces.
 2. Promoted workplace injury/illness education prevention.
 3. Strengthened member connections and industry-wide collaboration by participating in numerous municipal conferences and by hosting the inaugural AMHSA Conference & Tradeshow.

In 2024, AMHSA became the first Canadian health and safety association to earn the certification as an International Accreditors for Continuing Education and Training (IACET) Accredited Provider. This recognition marks a significant milestone, assuring members that our learning events comply with international standards, including the ANSI-IACET Continuing Education and Training Standard.

Workplaces are constantly evolving and face unique challenges. We are committed to supporting our members and municipalities with health, safety, and environmental education, resources, and tools that meet the dynamic needs of today’s changing workforces.

The Board of Directors—comprised of members who represent operations, organizational labour, emergency services, contractors, and more—continue to support AMHSA’s vision, mission, and values.

We are proud of what we’ve accomplished this year, while acknowledging the work still to come. Thank you to our strategic partners and the communities we serve for your collaboration, trust, and shared commitment.

“Together, let’s build a safer Alberta for everyone.”



Martin Biro
Board Chairperson
Alberta Municipal Supervisors Association (AMSA)

A message from our Chief Administrative Officer/Executive Director

Dear members,

2024 was a year of challenge but also achievement for AMHSA. I continue to be proud of our pragmatic and value-based approach in providing products/services and leading amongst our Certifying Partner peers in the areas of psychological health and safety (PHS) and data driven injury/illness prevention campaigns.

The work of our exceptional team, strategic partners, and continued support from our Board of Directors and members reaffirms to me that 2025 will continue to distinguish the efforts of AMHSA and our municipal employer and worker representatives.















- Several 2024 achievements stand out that support AMHSA’s vision, mission, and values. Psychological Health & Safety (PHS) – Launch of two PHS e-Learning Certificates, piloting of a new PHS Audit approved by the Government of Alberta (GoA) as an optional element within Certificate of Recognition (COR), and delivery of a GoA SPHIFR grant to first responder and family members living with, or at risk of, post-traumatic stress injuries (PTSI).
- Long-term Relevancy – obtaining status as an [IACET Accredited Provider](#) under the ANSI/IACET 2018-1 Standard for Continuing Education and Training.
- Advocacy & Representation - During OHS legislation changes that came effective on December 3, 2024 and ongoing committees and working groups.

“I wish to extend my thanks to our employees, members, Board members, and interested parties for their continued trust and confidence in AMHSA.”



Craig Hrynchuk
Chief Administrative Officer (CAO) and Executive Director
Alberta Municipal Health and Safety Association (AMHSA)

Thank You to Our 2024 Board Members

<div>Martin Biro Chairperson Alberta Municipal Supervisors Association (AMSA) Worker Representative</div>	<div>Chris Redeker Vice-Chairperson Canadian Union of Public Employees, Local 38 (CUPE Local 38) Worker Representative</div>	<div>Jason Wallsmith Treasurer/Secretary Local Government Administration Association of Alberta (LGAA) Employer Representative</div>
<div>Josh Bishop Director Rural Municipalities of Alberta (RMA) Employer Representative</div>	<div>Rhonda deVos Director Other Cities Employer Representative</div>	<div>Tyler Gadam Director The Association of Alberta Municipalities (Alberta Municipalities) Employer Representative</div>
<div>Dawn Nixon-Swanberg Director The City of Calgary Employer Representative</div>	<div>Brian Oliver Chairperson Other Cities Worker Representative</div>	<div>Robin Orsulak Director Canadian Union of Public Employees, Local 37 (CUPE Local 37) Worker Representative</div>
<div>Dan Rites Director Alberta Water and Wastewater Operators Association (AWWOA) Worker Representative</div>	<div>Russell Sieben Director Canadian Union of Public Employees, Local 30 (CUPE 30) Worker Representative</div>	<div><p>We would like to acknowledge and thank Dafydd Urquhart, who served as a Director on behalf of CUPE Local 37 until Robin Orsulak’s appointment in August 2024, for his valuable time and contributions to the AMHSA Board of Directors.</p></div>
<div>Laura Swain Director Alberta Rural Municipal Administrators’ Association (ARMAA) Employer Representative</div>	<div>Cyndil Taylor Director City of Edmonton Employer Representative</div>	<div>Alyson Winkelaar Director Civic Service Union 52 (CSU 52) Worker Representative</div>

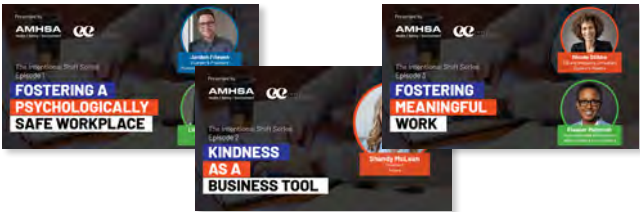
Championing Psychological Health and Safety (PHS)

The Intentional Shift

AMHSA launched Season 4 of its highly successful educational webinar series, previously known as “Maintaining Mental Fitness.” Now called “The Intentional Shift,” this series continues to promote mental fitness, supporting both organizations and individuals in cultivating healthier, more resilient work environments.

The webinars aim to engage municipal leaders in meaningful discussions on emerging challenges and best practices for establishing and maintaining psychologically safe workplaces. Each session is thoughtfully developed in collaboration with experts to ensure the content is relevant, timely, and meets the unique needs of municipal leaders, particularly in Alberta and the western provinces.

As of the date of creating this annual report, 280 registrants attended the webinar series.



PHS eCertificate Programs

In partnership with Dr. Joti Samra of MyWorkplaceHealth (MWH) and the BC Municipal Safety Association (BCMSA), AMHSA developed and launched two self-paced, 5-module [Psychological Health and Safety \(PHS\) Certificate eLearning programs](#), with one tailored for people leaders and another for employees.

The programs offers a flexible, engaging, and practical solution for workplace mental health, stress management, mental resiliency, and how to foster a psychologically safe culture. Designed by certified instructional designers, the programs meet ISO/ANSI Continuing Education standards and aligns with IACET principles, CSA Z1003, ISO 45003, and the US Surgeon General’s Framework for Workplace Mental Health.



Rural First Responder Training

In 2023, AMHSA was awarded its second Stream 1 (Services) SPHIFR grant from the GoAto deliver a new iteration of The Working Mind First Responders (TWMFR) program, developed by the Mental Health Commission of Canada (MHCC). The program aims to provide specialized training and tools for rural and remote first responders, as well as their families, to address Post-Traumatic Stress Injury (PTSI).

By 2024, the program gained significant momentum, with all grant funds allocated for training events through the end of the year. It is expected that 600 first responders and 200 family members received the training by year-end, marking a success for the program.



Strengthening Member Advocacy and Outreach

Conferences

AMHSA engaged with municipal members by attending 13 conferences and tradeshow and sponsoring 6 events throughout 2024.

From November 28-29, 2024, AMHSA hosted its inaugural health and safety conference. The hybrid event took place in-person at the NAIT Productivity and Innovation Centre and virtually via PheedLoop. The conference was attended by 112 delegates and featured 10 sessions, 14 speakers, 11 tradeshow exhibitors, and 5 sponsors.



Injury/Illness Campaigns

AMHSA delivered injury and illness prevention campaigns focused on key trends in municipal data, aligning with the Government of Alberta’s OHS Prevention Initiative.

These included the MSI Injury Prevention Campaign, which offered 9 no-cost learning events and no-charge online ergonomics training, benefiting 728 members.

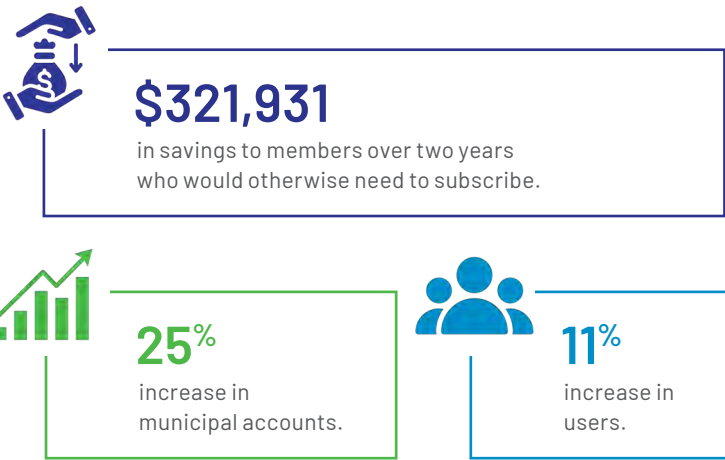
AMHSA also supported first responders through the GoA’s SPHIFR grant, providing resources for those at risk of PTSI.

Efforts to reduce slips, trips, and falls focused on the Winter Ready campaign, offering training, materials, and resources.

Additionally, AMHSA continued to promote the GoA OHS Resource Portal for Psychosocial Hazards and supported multiple mental health campaigns.

CSA Standards Access

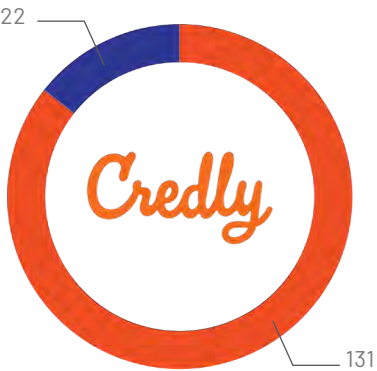
In partnership with the CSA Group, AMHSA continued to provide members and associate members with no-cost access to a collection of [CSA Standards](#) and discounts on training and resources. In 2024, there was:



In 2024, CSA Standards were accessed 225+ times.

Top 5 Most Popular Standards:

- CAN/CSA-Z94.4-18 (R2023)**
Selection, use, and care of respirators
- Z107.56-18 (R2022)**
Measurement of noise exposure
- Z94.2-14 (R2024)**
Hearing protection devices
- CSA Z412:17 (R2023)**
Office ergonomics
- CSA Z96:22**
High-visibility safety apparel



- Learners who earned the PHS for People Leaders Credly badge
- Learners who earned the PHS for Employees Credly badge

Providing High Quality Training and Education

IACET Accreditation



On August 1, 2024, after a four-year process, AMHSA achieved the ANSI/IACET 2018-1 Standard for Continuing Education and

Training accreditation from the International Accreditors for Continuing Education and Training (IACET), marking a significant milestone. AMHSA is the first health and safety association in Canada to receive this accreditation, ensuring members access to high-quality education and training programs that meet external standards, including Continuing Professional Development (CPD) requirements and IACET Continuing Education Units (CEUs).

Cognitive Psychosocial Job Demands Analysis (CPJDA)

Members were offered free participation in two CPJDA workshops hosted by Millard Health. The events included enhanced benefits such as a shared Credly digital credential from AMHSA and Millard Health, a new dedicated [CPJDA website](#), and pre-approved CPD points from the Chartered Professionals in Human Resources of Alberta (CPHR Alberta), National Institute of Disability Management and Research (NIDMAR), and the Alberta Kinesiology Association (AKA). A total of 50 members attended the sessions.

Value-Added Training



having successfully acquired and applied course knowledge and skills relevant to their roles.

In 2024, AMHSA delivered 344 instructor-led training sessions, engaging over 2,700 participants. Following each event, feedback was collected from both participants and hosting organizations for continuous improvement. Of those who responded, 96% of participants reported



217 BADGES ISSUED

COR Auditor Credly Badges

In November 2024, AMHSA expanded the Credly digital credentials program to the AMHSA Certified Health & Safety Auditor program.

Focusing on Continuous Improvement

Certificate of Recognition (COR) Audit Results

AMHSA's 2024 Recertification COR Audit received a final score of 94%, which is above the 91% industry average.

AMHSA obtained 100% in several categories including:

1. Health and Safety Committees (HSC) and Health and Safety Representatives
2. Other Parties at or in the Vicinity of the Worksite, and;
3. Inspections.

AMHSA continues to focus on continuous improvement by developing an action plan to address any improvement opportunities resulting from the audit.

Copypat Reader

In 2024, AMHSA partnered with Copypat Reader to develop a software tool that identifies AI-generated content and plagiarism within submitted COR audits. These issues, if undetected, could compromise the integrity of AMHSA's certification process.

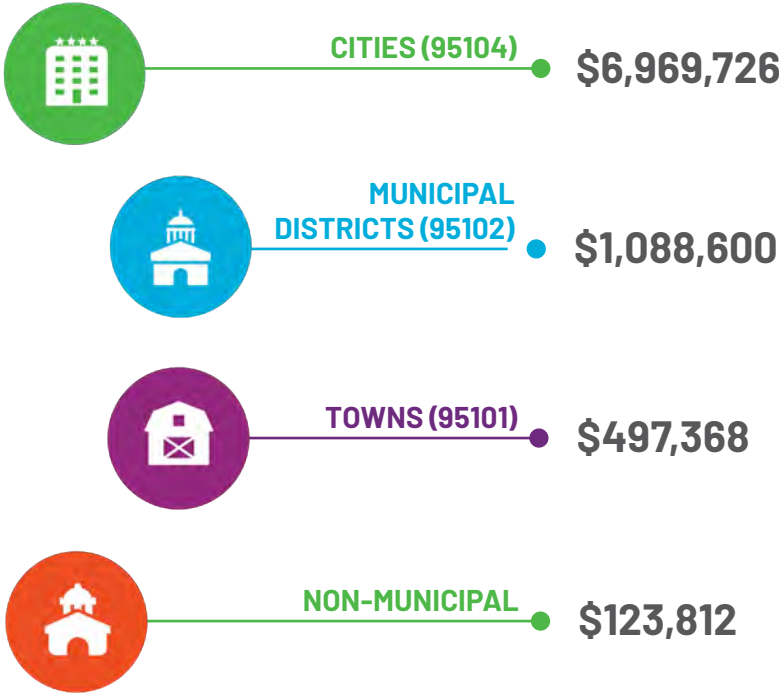
In 2025, the tool will be refined and tested in a pilot launch to gauge its effectiveness in real-world applications.

Data Warehouse

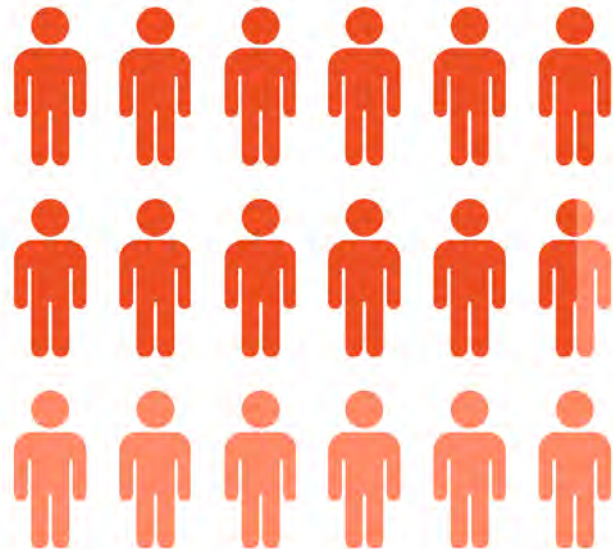
AMHSA worked with a Data Engineering Strategic Partner to develop a data warehouse and interactive dashboards designed to capture key performance indicators (KPIs) and generate business intelligence (BI) reports.

Partnerships in Injury (PIR) COR

\$8,679,505
was refunded in 2024*



63,391
workers were under
AMHSA COR in 2024*



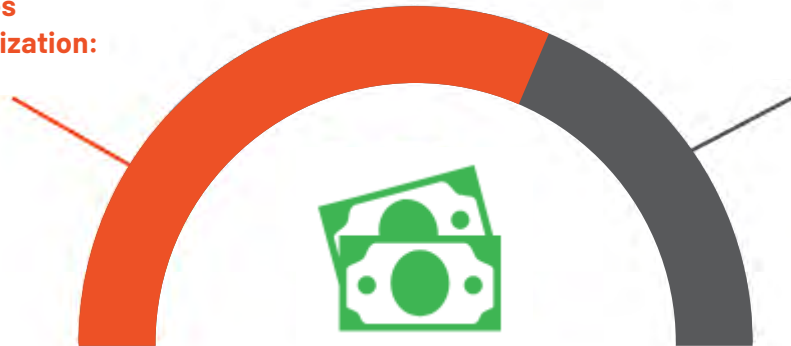
* These numbers are estimated as refund calculations are being finalized by WCB-Alberta.

Financial Performance Summary

As of December 31, 2024



Excess of revenue
over expenses
before amortization:
\$246,806



Net excess
of revenue over
expenses:
\$413

If you have interest in viewing a full accounting of AMHSA's finances, please view our 2024 Independent Auditor's Report and/or [2024 Audited Financial Statements](#).

Management Responsibilities Letter

Management's Responsibility

To the Members of Alberta Municipal Health & Safety Association:

Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors and Audit Committee are composed primarily of Directors who are neither management nor employees of the Association. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Association's external auditors.

MNP LLP is appointed by the Members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

May 9, 2025

Craig Hrynychuk, Executive Director

Independent Auditor's Report

Independent Auditor's Report

To the Members of Alberta Municipal Health & Safety Association:

Opinion

We have audited the financial statements of Alberta Municipal Health & Safety Association (the "Association"), which comprise the statement of financial position as at December 31, 2024, and the statements of operations, 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 Association 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 Association 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.

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

Management is responsible for the preparation and fair presentation of the 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 Association'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 Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association'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.

Independent Auditor’s Report con’t

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.
- 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 Association’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 Association’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 Association 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.

Calgary, Alberta

May 9, 2025

Chartered Professional Accountants

Statement of Financial Position

Alberta Municipal Health & Safety Association		
Statement of Financial Position		
As at December 31, 2024		
	2024	2023
Assets		
Current		
Cash and cash equivalents (Note 3)	2,405,901	1,395,127
Accounts receivable	105,560	143,996
Short term investments (Note 4)	-	1,074,381
Goods and Services Tax receivable	25,881	20,155
Prepaid expenses and deposits	98,918	107,732
	2,636,260	2,741,391
Restricted cash (Note 5)	271,771	588,522
Capital assets (Note 6)	1,138,834	976,722
	4,046,865	4,306,635
Liabilities		
Current		
Accounts payable and accrued liabilities	293,915	250,628
Fees received in advance (Note 7)	96,363	83,081
	390,278	333,709
Deferred contributions (Note 8)	271,771	588,522
	662,049	922,231
Commitments (Note 9)		
Contingencies (Note 10)		
Net Assets		
Unrestricted	2,245,982	2,407,682
Invested in capital assets	1,138,834	976,722
	3,384,816	3,384,404
	4,046,865	4,306,635
Approved on behalf of the Board		
Director		Director

The accompanying notes are an integral part of these financial statements

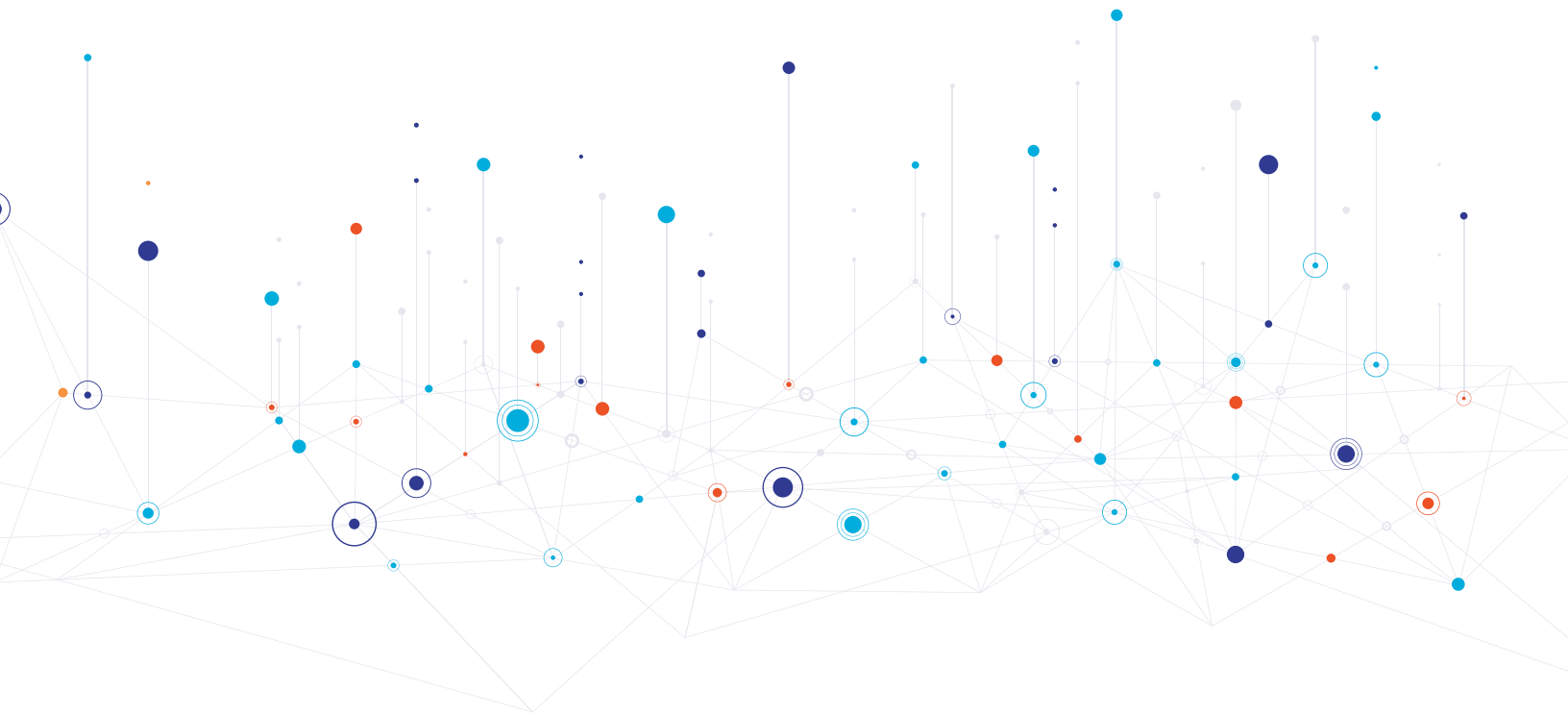
Statement of Operations

Alberta Municipal Health & Safety Association
Statement of Operations
For the year ended December 31, 2024

	2024 Budget (unaudited)	2024	2023
Revenue			
WCB grant	2,356,214	2,356,214	2,356,214
Program registrations	1,035,000	924,967	1,059,026
Change in WCB surplus fund	-	359,114	136,395
Deferred revenue recognized (Note 8)	-	417,503	262,575
Other	113,491	215,206	152,237
Interest	-	82,565	92,642
Sale of materials	-	7,033	12,454
	3,504,705	4,362,602	4,071,543
Expenses			
Advertising	154,000	15,163	37,280
Bad debts	2,588	-	307
Bank charges and interest	6,750	9,513	6,439
Contract services	349,000	606,979	331,342
IT, web & software	154,977	410,320	265,090
Insurance	-	1,488	7,527
Office equipment lease	4,639	639	5,026
Office expenses	122,000	80,442	98,339
Professional development	-	23,983	8,438
Rent	188,768	192,025	193,882
Repairs and maintenance	-	24,588	33,310
Salaries and benefits	1,484,652	1,705,635	1,473,284
Telephone	-	39,683	29,196
Travel and subsistence	62,950	74,141	29,851
	2,530,324	3,184,599	2,519,311
Program development and training			
Instructors and resource people	220,000	143,800	197,634
Preparation and materials	353,500	123,597	140,212
Special projects expenses	-	294,080	347,750
Travel and facility rent	120,000	68,112	105,610
	280,881	548,414	761,026
Board expenses	5,000	1,607	470
Total expenses	3,228,824	3,815,795	3,310,987
Excess of revenue over expenses before other items	275,881	546,807	760,556
Other items			
Loss on disposal of capital assets	-	-	(12,359)
Amortization expense	-	(246,394)	(244,460)
Settlement (Note 12)	-	(300,000)	-
	-	(546,394)	(256,819)
Excess of revenue over expenses	275,881	413	503,737

The accompanying notes are an integral part of these financial statements





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