"You are what your record says you are."

The reflection of head coach Bill Parcells on the performance of his football team is instructive for those of us in the NEHA orbit. And what a year it was.

Your association shrugged off the comfortable and familiar dogma of the past to embark on the next phase of its journey. Our navigational compass was tethered to the bootstraps of the emerging generation of practitioners, a workforce increasingly comprised and led by women. Our new association logo conveys a fresh, clean image, one that reflects the maternal instinct of protection and offers shelter to a workforce under stress. The logo is escorted by thoughtfully crafted updates to our mission, vision, and values statements. Considered in aggregate, these embody the nurturing character of our association as we deliver continuing education and opportunities to connect with others within the profession—two things you told us you value in this year’s membership needs assessment.

In honor of Coach Parcells’ sentiments, we delivered value to the profession by investing in you: For every $1 we received in dues we returned $19 in the form of investments in capacity building—leadership, training, and education. By the way, those are real dollars, not wishful thinking or outlandish estimates. We stand by our record. The year ahead will challenge each of us in unique and possibly unanticipated ways. At the national level we will endeavor to tell the story of environmental health in a manner that resonates with influencers. This effort seeks to address the recalitrant wound that haunts me whenever I’m with our members—"No one sees or appreciates the valuable work I do." We also plan to provide you tools and resources to tell your story locally because our profession is anchored in local support. As we tell our story we will share affirming data. In illustration, we will release findings from the highly successful retail food training needs assessment. We will advocate for you in our Nation’s Capital because you took the time to tell us your needs. That’s us working with you for you. That’s a record we stand by.

"Unless someone like you cares a whole awful lot, nothing is going to get better. It’s not."

The quote from Dr. Seuss describes our members, the environmental health professionals who are the unsung heroes, caring an awful lot by protecting the public every day ensuring clean air, food, and water along with a safe and healthy place to live, work, and play. It has been my honor and privilege to represent my fellow environmental health professionals this past year. In the words of Abraham Lincoln, we are working for “those means which will give the greatest good to the greatest number.” We are proud to have supported this good work through our collaborations with CDC and FDA to provide investments directly to state, local, tribal, and territorial environmental health programs, along with providing up-to-date science and opportunities for the environmental health workforce. We further expanded our educational offerings, including written materials, online and in-person trainings, courses and certificates, e-learning, scholarships, internships, and the Annual Educational Conference (AEC) & Exhibition.

This year, our staff and board also took a lesson from another leader, Thomas Jefferson, when he said, “To learn, you have to listen. To improve, you have to try.” We listened closely including through our member survey, learning more about what our members need most. We improved by launching our new mission and vision, our new logo and brand, and our new website and online Community.

In the coming year, we will continue to focus on providing resources and education to empower our members and support our affiliates to spread the word about the wonderful world of environmental health. We will lead an advertising campaign to help communities and lawmakers understand the importance of the workforce while continuing to advocate and support legislation that improves environmental public health. Together, we will raise the profile of the environmental health profession for the greatest good!

As Buzz Lightyear says, “To infinity and beyond!”

Letter From the Director

Letter From the President
Much like topography lays the underlying foundation of a landscape, our work in 2022 continued to build and sustain the underlying foundation of the environmental health workforce.
Inspiring & Providing Professional Development

One of the key ways we work to build and sustain the workforce is through education. By providing up-to-date training and educational opportunities, environmental health professionals have what they need to protect communities and improve health outcomes.

We provided environmental health education, training, and discussion at the 2022 AEC, the virtual Retail Program Standards Symposium, and the virtual InFORM Conference.

- **1,333** people registered for the virtual 2022 Integrated Foodborne Outbreak Response and Management (InFORM) Conference.
- **84%** of respondents to our member survey (n = 847) said they joined for access to training and professional development.
- **30%** of attendees attended the AEC for the first time in 2022.
- **755** local, state, tribal, governmental, and other industries attended the Retail Program Standards Symposium.
- **420** environmental health professionals took one of our 15 FDA Retail Food Safety courses.
- **3,898** students accessed courses in the last 12 months.
- **1,400** people attended the 2022 NEHA AEC educational sessions, preconference workshops, and meetings.
- **74** people took our training for the CP-FS (58) and REHS/RS (15) credential exams.
- **1 virtual reality simulation was created for the FDA Plan Review course.
- **420** environmental health professionals took one of our 15 FDA Retail Food Safety courses.

In 2023 we will continue to build educational opportunities with a new REHS/RS online study course, a revised CCFS suite of training materials, body art inspection materials, additional FDA courses, additional instructors, flexible education formats, and content for emerging issues.
In 2023 we will begin to make changes to the content and access of our Journal of Environmental Health to further meet the needs of the profession, as well as streamlining the manuscript submission process. We will also continue work to build our resource library, hone our opportunities and updates, and grow our social media audience.

Uncovering Research & Creating Resources

While environmental health has been practiced for centuries, changes to our society and physical environment require our profession to stay up-to-the-minute on the evolving practice. Our publications, discussions, and announcements help members meet this challenge.

We published 10 issues of the Journal of Environmental Health covering air quality, body art, children’s environmental health, epidemiology, education, food safety, hazardous materials, land reuse, management and policy, preparedness and response, risk assessment, and water quality. We also launched a panel focused on enhancing the Journal content.

We hosted discussions, presented hot topics, developed new resources, and provided ongoing updates and announcements to our members.

We published 32 peer-reviewed articles in our Journal of Environmental Health.

1 body art facility inspection needs assessment article published

20,000 professionals reached through the of the Journal of Environmental Health

73% of respondents to our member survey said they would like updates to environmental health practice

2,3K opportunities and announcements posted on our social media platforms

960 environmental health practice resources available on our website

22 issues of EH In Focus (formerly E-News) newsletter sent with updates and opportunities

1.4M impressions on our social media platforms

32 issues of E-News (formerly EH In Focus) newsletter sent with updates and opportunities

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We published 3 peer-reviewed manuscripts published in our Journal of Environmental Health.

3 body art job aids developed in partnership with industry and public health

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Supporting the Profession Across the Globe & Life Span

Two keys vital to the success of our profession are adequate support for our work and trust in our abilities and knowledge. Our investments in local communities through direct funding, training, assessment, or consultation and our credentialing program help to support those working on the environmental public health front line.

$627K invested in 154 jurisdictions, organizations, and/or students to support environmental health workforce capacity building opportunities

2,443 professionals completed our retail food regulatory training needs assessment

$6.8M in NEHA-FDA Retail Flexible Funding Model Grants awarded across 45 states

338 local programs received NEHA-FDA Retail Flexible Funding Model Grant awards

1 partnership with the U.S. Virgin Islands Department of Environmental Health workforce on food safety inspection data

77 new jurisdictions applied for NEHA-FDA Retail Flexible Funding Model Grants in the second year of funding

There is nothing like this in our field currently. The experiences, the material, and the people that I have met are invaluable and will be a game changer throughout my career.

We invested in the environmental health workforce internationally and at local, state, tribal, and territorial levels by providing funding for capacity building, equipment, and staff, as well as assessing training needs and partnering to encourage data-driven decision making.
In 2023 we will continue to address environmental justice and health disparities through our work with American Indians/Alaska Natives on topics including climate change, lead, preparedness, environmental health resources, building community, and providing training. We will also focus on expanding our scholarship and credentialing programs.

We strengthened the workforce by credentialing professionals, providing year-long leadership training, internship and mentorship experiences, offering need-based student scholarships, and making investments to address environmental justice and health disparities.

1,263 credential and state applications scored
17 environmental health professionals completed the expanded Environmental Health Leadership Academy
648 professionals credentialed for the REHS/RS (359), CP-FS (286), CCPS (3), and CFOI (2)

I was able to get experience that I may not have been able to receive if it weren’t for this internship. I was exposed to many topics and areas that I didn’t know I was interested in.

I cannot project how valuable this funding will be for others, but here in Yolo County in California with my small staff there will be a large impact.

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Elevating the Organization, Profession, & Workforce

Environmental health is often invisible—to the public, lawmakers, and even funders. We are working to raise the visibility of NEHA and elevate the workforce through communication, marketing, and government affairs. With a more visible presence we can have more influence that benefits our profession and the communities we serve.

We began to raise our profile by creating a new logo and brand, improved access to education and resources by redesigning our website, and developed a marketing campaign promoting environmental health professionals to launch in 2023.

We continued to strengthen our voice and influence in Washington, DC, with visits and letters to Congress, as well as tracking environmental health legislation across the country and supporting the workforce with policy and positions statements, presentations, and blogs.

In 2023 we will continue to communicate with and visit decision makers in support of the workforce. We will also launch a nationwide advertising campaign about the environmental health professional, develop and roll out self-promotion materials for use in local communities, and bring together leaders to discuss core issues impacting the profession and workforce.

1,200+ webpages rewritten
$250K budget for national advertising campaign promoting environmental health professionals
46 years since we last changed our logo
227 changes to the Body Art Model Code requested by the community
14 policy statements given to legislators and state agencies
38 Congressional offices met with us during our 2022 Hill Day
67% of respondents to our member survey noted they would like updates on national and state policy that impacts environmental health
3.2 out of 4 is the value members rated the importance of advocating for the profession
14 policy statements given to legislators and state agencies
8 Congressional bills supported
1 updated body art policy statement
2022 Hill Day
Connecting & Partnering for Better Outcomes

Our work can be tough and our resources light. We bring together a brain trust of environmental health professionals with different perspectives, experiences, and skills to address systemic, ongoing, and emerging issues and provide a place for support and sharing tricks of the trade.

We have prioritized the needs of our members uncovered in our member survey, including the desire to network, by launching our online Community networking platform and partnering with our state affiliates.

We created dedicated spaces and assembled experts to address pressing issues and develop resources in online communities (NEARS, Private Water Network, Climate & Health, NEPHIP), program committees (body art, climate, food safety, informatics, vector), and communities of practice.

We partnered with health departments, federal agencies, national associations, and academic institutions to expand the opportunities for professionals to connect, share expertise, and demonstrate best practices.

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In 2023 our goal is to grow partnerships, program committees, and NEHA membership; strengthen our partnership with affiliates; and host an active and useful online Community for the benefit of our members.
Minding the Dollars & Data

Of course, none of our work is possible without the funding to staff the organization, invest in communities, or generate the data to demonstrate our effectiveness. We are focused on meaningful financial tracking and data and IT integration to enhance our ability to make data-driven decisions and provide meaningful data to the workforce.

We maintained our organization’s financial health by continuing to receive funding from federal grants and agreements, fundraising, our AEC, corporate sponsorships, journal subscriptions, and advertising revenue.

We began to focus on data integration by developing our Data Modernization Initiative, including a data lake, data analysis, and project management to create data dashboards to visualize our accomplishments and return on investment.

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In 2023 we will continue to grow membership and develop new sponsorship opportunities to meet the diverse needs of our partners. We will also expand our portfolio of educational and programmatic offerings to strengthen the workforce and the communities they serve.

6 data sources we have integrated into our finance and project management system

13 data sets and data sources we plan to integrate into our association management system by 2024

$26K, raised from 426 donations, including a new fundraising event at the AEC that yielded more than $5K in donations.

$97K earned in sponsorships for the 2022 AEC

$15K from 150 former members who renewed their membership after our 1-month trial membership

6% of revenue comes from membership dues

74% of our revenue came from grants and contracts

78% of our expenses are spent on program services

$97K earned in sponsorships for the 2022 AEC

NEHA FY2022 Expenses

NEHA FY2022 Revenue

15.1% 0.2%

84.7%

79.8%

Grants & Contracts

Credentialing & Continuing Education

Membership Dues

Online Course & Book Sales

Program Services

Management & General

Fundraising

Annual Educational Conference

Other

Journal of Environmental Health

NEHA FY2022 Expenses

NEHA FY2022 Revenue

$13,536,405

$14,573,843

78%

78%

7.6%

7.6%

6%

6%

150

150

2023

2023