Our Vision: A World Where Sustainability is Standard Practice
It’s hard to believe it has only been two years since the ISSP Board of Directors decided to move full steam (solar powered!) ahead on creating professional credentials for sustainability practitioners. Thanks to hard work by hundreds of dedicated ISSP members, partner organizations, and ISSP staff, we successfully beta tested the certification process and there are now more than 240 people around the world who have earned the ISSP Sustainability Associate (ISSP-SA) credential. And 54 of those went on to earn the ISSP Certified Sustainability Professional (ISSP-CSP) credential.

Through our combined efforts, we’ve laid the foundation for defining and standardizing the competencies that employers and seekers of experienced sustainability professionals can expect. Those who earn an ISSP Sustainability Professional credential gain enhanced credibility for their knowledge, skills, and abilities and help to advance the profession and move their organizations to more sustainable practices.

I’m also excited to see more interest in ISSP local chapters around the world. In FY2015-16, we added a chapter in the United Arab Emirates and have ISSP members working to start chapters in places as diverse as St Louis, Minneapolis, Alberta, Canada, and New Zealand. We also established our first virtual ‘affinity group’ chapter this year for professionals involved in the sustainable film and entertainment industries. We plan to launch other virtual chapters for the members who want to explore other industry-specific areas of interest.

Since our founding in 2007, we’ve partnered with other like-minded organizations that share our interest in advancing sustainability. This year, we created a new Organizational Membership category that provides companies and nonprofits the opportunity to support the mission of ISSP along with a package of benefits that includes enhanced access to the ISSP community and individual ISSP membership benefits for their employees. I’m pleased to report that more than a dozen companies and nonprofit organizations around the world have already registered as ISSP Organizational Members, and the list continues to grow.

Similarly, we created an Education Partner program in FY2015-2016 that recognizes educational institutions delivering superior education and training to existing and aspiring sustainability professionals. ISSP provides its Education Partners with guidance on the knowledge, skills, and abilities needed by sustainability professionals in a rapidly changing environment and shares expert insight into what employers of sustainability professionals are seeking.

It’s through programs like this, together in partnership with our strong and vibrant member base, that we will redouble our commitment to moving sustainability forward around the globe.
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HIGHLIGHTS

KEY ACCOMPLISHMENTS FOR 2015-2016

- **Certification**
  - Beta Tested ISSP Sustainability Professional Certification Program
  - More than 240 ISSP Members Earned The ISSP Sustainability Associate (ISSP-SA) credential and more than 50 went on to earn the ISSP Certified Sustainability Professional (ISSP-CSP) credential

- **Education**
  - Established Education Partner Program To Recognize Organizations With Superior Sustainability Education and Training
  - Added S-CORE Master Class to Educational Offerings
  - Presented 12 New Webinars, Bringing Total Number of Webinars in the ISSP Professional Development Center to 58

- **Membership**
  - Added ISSP Board of Directors from Australia, Germany, Indonesia and the United States
  - Welcomed More Than One Dozen Companies and NGOs As Inaugural Organizational Members
  - Established Local Chapter in United Arab Emirates
  - Launched Virtual Chapter for Sustainable Film/Entertainment Industry

GOALS FOR 2016-2017

- Launch ISSP-SA and ISSP-CSP Professional Credentials
- Publish ISSP-SA and ISSP-CSP Study Guides and Flashcards
- Strengthen the Foundational ISSP Educational Offerings
- Create Master Classes for Experienced Sustainability Professionals
- Grow Education Partner Program
- Expand Network of Local and Affinity Group Chapters
- Host Sustainability Retreats in Multiple Geographic Regions
- Expand Number of Organizational Members
- Grow Membership Beyond 2000 members
- Launch Volunteer Program

ISSP MISSION & VISION

**Our VISION is:**
A World where Sustainability Is Standard Practice

**Our MISSION is:**
Empowering professionals to advance sustainability in organizations and communities worldwide.

We achieve this through:

- **MEMBERSHIP**
  - Linking professionals to share best practices and innovation, locally and around the world.

- **PROFESSIONAL DEVELOPMENT**
  - Providing training courses, webinars, and professional certification for sustainability professionals.

- **RESEARCH & RESOURCES**
  - Providing tools and resources for advancing sustainability.

- **PARTNERSHIPS & POLICIES**
  - Working with other sustainability-related organizations to extend our reach.

WE THANK OUR SUPPORTERS

We appreciate the generosity of everyone who supported ISSP in 2015-2016, especially:

- **International Sustainable Development Foundation**
  - $10,000 donation

- **The Estate of Phoebe Smith Atwood**
  - $10,000 gift

- **Bill Bean, Green Planning & Coaching**
  - $15,000 in kind services for work on strategic plan

- **Green Fire Productions**
  - $500 support for NYC Chapter
MEMBERSHIP DEMOGRAPHICS

The ISSP member base continued to grow and evolve in 2015-2016 as we added Organizational Members and Education Partners and continued to grow ISSP Chapters around the world. We are particularly pleased to see the number of members outside the US continuing to increase. Asia Pacific membership is now at 10% and European membership nearly doubled to 7%.

Many ISSP members also became more deeply involved in ISSP by contributing their time and energy as volunteers working on various ISSP committees. This was particularly evident in the work done to create a professional credentialing program where hundreds of members invested thousands of hours to create and test the credentials including the exams, study material, policies, and procedures.
MEMBERSHIP-ORGANIZATIONAL MEMBERS

More than a dozen companies and nonprofit organizations were among the inaugural group of members when ISSP rolled out its Organizational Membership offering in June 2016. The ISSP Organizational Membership category provides companies with an opportunity to support the mission of ISSP along with a package of benefits that includes individual ISSP memberships for their employees and enhanced access to the ISSP community. Previously, only individuals have been able to become members of ISSP.

Eric Ezechieli
Chairperson of The Natural Step headquartered in Stockholm, Sweden

“Collaborating with ISSP enables The Natural Step to stay connected with the best professionals which enable real progress towards sustainability. ISSP’s educational impact wonderfully complements our own efforts to accelerate the transition to a sustainable future.”

ISSP is grateful for the support of the initial group of Organizational Members, including:

- Cisco Systems Inc., San Jose, California
- The Natural Step, International
- Sustainable Business Consulting, Seattle, Washington
- ECOSteps, New South Wales, Australia
- Regenerativa, Santiago, Chile
- American Sustainable Business Council, Washington, DC
- Sustainable Solutions Corp., Royersford, Pennsylvania
- Ethical Markets Media, St. Augustine, Florida
- Ecoefficiency, Boulder, Colorado
- Sustainability Resources Ltd., Calgary, Alberta
- Paul Redvers Brown Inc., Carlsbad, California
- STAR Communities, Washington, DC
- SustainAsia, Hong Kong
MEMBERSHIP-CHAPTERS

ISSP members continue to form chapters across the globe in order to meet and network with other sustainability professionals, either face-to-face in local, place-based chapters or virtually in ‘affinity group’ chapters to talk about specific areas of interest. Here’s a look at established chapters and chapters in process in 2015-2016.

CURRENT CHAPTER LOCATIONS

- Portland
- Indonesia
- Toronto

CHAPTER ACTIVITIES IN 2015-2016: A SAMPLER

- United Arab Emirates: Group Discussion of Women in CSR and Sustainability
- Sustainable Film/Entertainment Industry Chapter: Created a resource guide on the ISSP website
- AR-MS-TN Chapter: Cohosted a Sustainability Summit with Lipscomb University
- DC Chapter: Explored Overview of Mid-Atlantic Regional Ocean Plan
- NYC Chapter: Hosted Meetings About the Green Sports Industry, Carbon Neutral Global Restaurants and Retail Chains, Greener Products Presentation by Johnson & Johnson Executive and Presented the Sustainability In Focus Film Series

“My mission for nearly a decade has been to introduce sustainability and to establish sustainability as a standard practice in the Middle East. As the founder of the ISSP United Arab Emirates Chapter, I can see ISSP being the force to elevate the sustainability profession and create opportunities for individuals and the business community alike. For me, setting up the first professional body for Sustainability Professionals in the region is history in the making.”

Aglaia Ntili
Managing Director
Sustainability Knowledge Group

Participants gather to discuss the role of women in CSR and sustainability at the first meeting of the ISSP United Arab Emirates Chapter in Dubai.
The 2015-2016 fiscal year saw a dramatic growth in momentum for the ISSP Sustainability Professional Certification program. In the early fall, the ISSP-SA Beta participants finished testing the exam and process and the ISSP-CSP Beta was launched. The Application Review Committee developed and implemented the review process for ISSP-CSP applications in order to evaluate the qualifications of beta ISSP-CSP candidates. After the test windows closed, subject matter experts worked with ISSP’s psychometrician to validate all the test questions and determine the cut scores for both exams. The Beta Test Advisory Committee, under the leadership of Dorothy Atwood, provided valuable feedback on the overall process, leading to a second beta of the ISSP-SA exam in the first quarter of 2016.

As a result, more than 240 people worldwide earned an ISSP Sustainability Associate (ISSP-SA) credential and more than 50 of those went on to earn the ISSP Certified Sustainability Professional (ISSP-CSP) credential. The geographic and industry diversity of the credentialed professionals validated the results of prior ISSP surveys showing the interest of sustainability practitioners in having professional credentials. We were particularly pleased with the interest shown by individuals with many years of experience in the field.

A group of ISSP volunteers, led by Vince DiFrancesco and Kelly Simmons, developed the Education Partner Program for organizations providing superior sustainability educational offerings, including exam preparatory programs, sustainability related degree and certificate programs, and continuing education opportunities.

Finally, the ISSP Certification Platform committee, under the leadership of board member Paul Brown, researched the options for a testing platform for the certification exams past the beta stage. The result was a signed contract in August with Kryterion to use their Webassessor platform, which will allow candidates to take the ISSP certification exams either at one of over 900 test centers around the world or using secure online proctoring from their home or business. Thus, at the close of FY 2015-2016, ISSP was well on its way towards the official launch of the ISSP Professional Certification in fall of 2016, creating a professional credential that is recognized worldwide due to ISSP’s adherence to the ISO 17024 standard in its development.

None of this could have happened without the hard work and dedication of the hundreds of ISSP members and partner organizations who volunteered their time and talents to help design and test key components of the ISSP Sustainability Professional Certification program. This open, transparent, and inclusive process helped to ensure that the ISSP credentials reflect the collective knowledge and experience of sustainability professionals from around the world.

The ISSP Sustainability Associate (ISSP-SA) credential is for individuals who are new to the field of sustainability with sufficient education and training to pass an exam on basic knowledge and understanding of key sustainability concepts. The ISSP Certified Sustainability Professional (ISSP-CSP) credential is for experienced sustainability practitioners with 5 or more years of sustainability related work experience who pass an exam on more advanced sustainability knowledge, skills, and abilities.

Maintaining both credentials requires demonstrating continuing professional development.

**INDUSTRY DISTRIBUTION OF ISSP-SAs & ISSP-CSPs**

18% CONSULTANT
35% EDUCATION
18% MANUFACTURING
9% NON-PROFIT
7% GOVERNMENT
7% OTHER
7% SERVICES
9% STUDENT

“With this international certification, our profession has come of age. It’s great to have something that not only validates the knowledge and experience of seasoned practitioners, but also gives clear direction to newcomers wanting to build their careers.”

Dr. Lesley Stone
Manager, Sustainability and Environment
The University of Auckland, Auckland, New Zealand
Once again in 2015-2016, ISSP offered an exciting range of online educational opportunities for members and nonmembers, all led by sustainability experts in their area of expertise.

**COURSES AND WEBINARS**

ISSP continued its long and solid track record of offering online, interactive, instructor-led sustainability related professional development opportunities. In the 2015-2016 fiscal year, a total of 229 participants attended ISSP classes and 1,633 people registered for webinars offered by ISSP. In the summer of 2016, ISSP added a Master Class on SCORE™, ISSP’s organizational sustainability assessment tool. In addition, as a special membership benefit, the July Life Cycle Assessment class was offered free to all ISSP members.

**ISSP Courses Offered in FY 2015-2016**

- **Instructor-led Courses**
  - SPaRK Sustainability Plan and Reporting Kit
  - Sustaining Sustainability
  - Leadership Skills for Change Agents
  - Assessing Organizational Sustainability Using S-CORE™
  - Stakeholder Engagement Strategies: Community, Employee and Procurement
  - Storytelling for Sustainability: Deepening the Case for Change
  - Strategy Tools for Sustainability Transformation
  - Biomimicry: Pathway To Innovation
  - Life Cycle Assessment 101
  - S-CORE™ Assessment Tool Master Class

- **Self Study Courses**
  - Sustainability 101
  - Assessing Organizational Sustainability Using S-CORE™
  - How to Get a Job in Sustainability

ISSP’s monthly webinars in 2015-2016 continued to connect members and nonmembers alike with the people, tools, methods, and competencies critical to their sustainability careers. Here’s a sample of some of the cutting edge topics covered throughout the fiscal year:

- The UN Sustainable Development Goals – A Guided Tour
- Green Transition Scoreboard: Tracking Private Investment in Sustainable Technologies
- The Future-Fit Business Benchmark
- Are the Right People Leading Sustainability in Business? A Behavioral Competency Model
- The Transformational Company: The New Sustainability Leadership Standard
- The Business Perspective on COP21 and the Carbon Economy

**EDUCATION PARTNER PROGRAM**

The ISSP Education Partner Program, created in FY2015-2016, recognizes educational institutions that deliver superior education and training to existing and aspiring sustainability professionals. ISSP offers its Education Partners guidance on the knowledge, skills, and abilities needed by sustainability professionals in a rapidly changing environment and shares expert insight into what employers of sustainability professionals are seeking. We are pleased to welcome the inaugural cohort of ISSP Education Partners:

- **Everblue Training**
- **Minneapolis College of Art & Design**
- **Santa Clara University**
- **Western State Colorado University**
- **Wilkes University**

**ISSP EDUCATIONAL CERTIFICATE PROGRAM**

ISSP’s Educational Certificate Program provides participants with a solid foundation of the sustainability concepts and organization change theory needed to be effective sustainability change agents. ISSP is pleased to recognize the following people who completed the ISSP Educational Certificate Program in FY2015-2016:

- **Cristina Abboud Hicks – Florida, USA**
- **Amy Glawe – Illinois, USA**
- **Hideyuki Hiruma – Virginia, USA**
- **Andree Iffrig – Alberta, Canada**
- **Rohny Palmer – Flinders Park, Australia**
- **Joy Scrogum – Illinois, USA**
- **Gulin Yucel – Istanbul, Turkey**
In the 2015-2016 fiscal year, ISSP continued to focus on partnerships related specifically to certification and more generally on developing the skills of sustainability professionals.

ISSP’s partnership with the Association for the Advancement of Sustainability in Higher Education (AASHE) continues to focus on enhancing the skills of and training for sustainability professionals. At the November 2015 AASHE Conference and Expo in Minneapolis, ISSP managed three different sessions. The first was a panel discussion on the intersection between what employers are looking for, what higher education is teaching, and what ISSP’s Sustainability Professional Certification is assessing. The second was a workshop on how a professional credential specifically for sustainability professionals in higher education might be different from a general sustainability professional credential. Finally, a networking session of ISSP members and AASHE attendees focused on how certification would benefit the professionals themselves.

ISSP and the Association of Climate Change Officers (ACCO) began working on a partnership to share professional development opportunities. ISSP Board Member Sarah Lewis taught a workshop entitled Supply Chain 201: Getting Actionable Supply Chain Data and Engaging Suppliers at the May 2016 ACCO Climate Change Officer Training Bootcamp. Then in July, 2016, ISSP Board President Jeff Yorzyk taught a session on Identifying Climate Hazards & Conducting Vulnerability Assessments at the ACCO East Coast Climate Strategies Forum. ISSP and ACCO will continue to develop the partnership to create more ways to support each other’s members as they improve their sustainability knowledge, skills, and abilities.

ISSP partnered with the American Sustainable Business Council (ASBC) and the Climate Action Business Association (CABA) on a webinar to provide ISSP members and other interested sustainability professionals the Business Perspective on COP21 and the Carbon Economy. The panel discussion covered key elements of the agreement, issues still to be resolved and the critical role that the business community played in its design and implementation. It also provided insight into what the agreement means to companies and emerging support in the US – both in Congress and in state legislatures – for putting a price on carbon and how that might work.

ISSP partnered with Environmental Leader on their 2016 Conference in Denver where ISSP Board President Jeff Yorzyk presented on sustainability and environmental regulatory and reporting issues.

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In February, ISSP Board members Marsha Willard and Dorothy Atwood attended the 2016 Oregon Higher Education Sustainability Conference (OHESC) to present on the ISSP Sustainability Professional Certification process and collaborate with others working in sustainability higher education on creating additional questions for the exam.

In January, ISSP Executive Director Maureen Hart traveled to Washington DC to help facilitate two workshops on sustainability education at the 16th National Council for Science and the Environment Conference (NCSE). The workshops focused on current research on key competencies in sustainability and how that research aligned with the research upon which ISSP’s credentialing process is based.

In May, ISSP Executive Director, Maureen Hart did a presentation for members of the National Groundwater Association (NGWA) on assessing organizational sustainability efforts using SCORE™, ISSP’s sustainability assessment tool and how the Water Utility sector supplement could be used to engage water utility staff in taking sustainability efforts to a higher level.

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www.sustainabilityprofessionals.org
ISSP taps into the knowledge of its members to seek out and evaluate the best examples of policies, tools, and practices that can help sustainability professionals do their work around the world. Here’s a quick look at some of the resources made available to ISSP members in the 2015-2016 fiscal year.

A BEHAVIOURAL COMPETENCY MODEL FOR SUSTAINABILITY LEADERS

ISSP Member Beth Knight serves as Beacon Institute Strategy & Operations Leader for EY in London. Beth authored a paper published by Cambridge University summarizing research findings that suggest that Sustainability Leaders need a wide-ranging and divergent mix of behavioural competencies to be effective. ISSP made Beth’s paper available to other ISSP members through the Special Reports page of its website.

SUSTAINABLE FILM RESOURCE PAGE

ISSP members that gathered together to create a Sustainable Film/Entertainment Industry Chapter joined forces to create a new shared resource. The Sustainable Film/Entertainment Industry Resources Page on the ISSP website compiles guidelines from many different organizations to help everyone in the filmmaking process learn about and adopt best practices.

ISSP-SA STUDY GUIDE

A volunteer committee comprised of ISSP members from around the world and led by ISSP member Christopher Juniper began work in 2016 on the ISSP-SA Study Guide. Designed as the ultimate study resource for aspiring ISSP Sustainability Associates, the Study Guide will be the most comprehensive preparation tool available for earning the world’s first credential for sustainability professionals from the International Society of Sustainability Professionals. It will break down the Core Sustainability Concepts tested by the ISSP-SA exam into ten detailed chapters.

ISSP NEWSLETTER

Once again this year, the ISSP enewsletter was sent to almost 10,000 people worldwide each month. Filled with listings and news of upcoming events, research results, profiles of ISSP members, and articles by sustainability experts, the enewsletter is a great way to stay current on ISSP activities.

LinkedIn GROUP PAGES

ISSP’s LinkedIn group page provided a platform for hundreds of discussions among sustainability practitioners from all parts of the globe in 2015-2016. Combined with two other LinkedIn group pages founded by former ISSP board members, ISSP’s combined reach surpassed the 150,000 LinkedIn member mark.

“When I sought to expand my professional network, ISSP provided the perfect opportunity to connect with leading sustainability professionals around the world. Volunteering with ISSP has allowed me not only to build my technical and leadership skills while learning from the best change makers in the business but also to support the important mission of empowering sustainability professionals when we are needed most.”

Gina MacIlwraith is the chair of the newly formed ISSP Volunteer Committee and an experienced sustainable business professional. Her career includes ten years in environmental, safety, and health leadership roles in the manufacturing industry followed by a decade spent leading sustainability initiatives in National Park guest service operations. She is currently an MBA - Sustainable Systems candidate focusing on Cooperative Business Management at Presidio Graduate School – Seattle graduating in June, 2017.
This year, ISSP laid a solid foundation for professional credentials to the global practice of sustainability. By ensuring consistent demonstration of the knowledge, skills, and abilities required of a successful sustainability practitioner, we are creating a tool that will help organizations qualify and place competent sustainability professionals. This builds on ISSP’s history of serving the community of practice with products and services directly related to what those professionals report as critical. We look forward to another year of serving the profession!

—JEFF YORZYK