



2021 Annual ISSA International Report
**Developing & Connecting Cyber Security
Professionals Globally**



Looks like we made it!

2021 WAS AN EXTREMELY DIFFICULT YEAR for many individuals, organizations, and associations. I can honestly say that thanks to our support team and fantastic International Board of Directors, we were able to stay strong and drive our efforts forward. I encourage our ISSA members to embrace this inner strength and get excited for the year ahead.



Candy Alexander, ISSA International President



Marc Thompson, ISSA International Executive Director

In Looking forward to the new year, it is essential to refresh our commitment to the ISSA strategic goals.

- ISSA will lead the global security community collaboration to protect society from security threats.
- ISSA will provide the profession with highly qualified practitioners and high-quality education and training.
- ISSA will serve as a respected and trusted source and advisor on information security-related technology, education, standards, and legislation.

One of the significant accomplishments this past year has been in global exposure and amplification of our voice within the industry. With efforts such as the 5th Annual ISSA/ESG Cybersecurity Professional research survey, we attracted media attention unlike we have seen in past years. Our collective voice, backed by research, provided a platform to discuss the significant issues behind our challenges as cyber professionals in the context of our businesses and personal growth. The online news generated from this report reached 73.9 billion readers. I mentioned earlier this year that we were working to elevate the ISSA to the global arena and amplify our voice – this is it! We will accomplish this goal --solidifying our brand, providing a platform for our voice, and growing our community. That is why it is ever so important to participate in these surveys.

ISSA's underlying principle of being completely agnostic positions us to better serve the global security community through collaboration, providing the cyber and information security professionals the services and opportunities they need throughout their careers. ISSA is known as the voice of the cyber security profession." However, our collective voice has been quieted over the past few years, while other associations and institutions have become more vocal. The point to be made here is that the ISSA needs to amplify the profession's voice once again. And, that voice is yours. As we begin the 2022 year, I ask you to strengthen your voice through actions. Get involved with your local chapter, with international committees, and look for ways to contribute to the success of your association. As the saying goes, actions speak louder than words. We look forward to working with all of you in 2022.

Member Dues at Work

Your member dues allow ISSA International to support the costs of maintaining member programs, providing resources, local community and chapter support, and related support systems, a major component of our core value to you. ISSA members are provided member benefits that deliver resources to enable you at every level of your career.



About ISSA

Founded in 1984 ISSA, built by a group of individuals, ISSA has become the premier community of international cybersecurity professionals dedicated to advancing individual growth, managing technology risk, and protecting critical information and infrastructure.

Core Purpose

To promote cyber security through the support and development of industry professionals and practitioners around the globe.

- 1 A respected forum for networking and collaboration
- 2 A source of education and knowledge sharing at all career lifecycle stages
- 3 A highly regarded voice of information security that influences public opinion, government legislation, education and technology with objective expertise that supports sound decision-making.

Core Values

Integrity: Evidenced by a reputation for trustworthiness earned through ethical, fair, transparent, and professional behavior.

Excellence: Evidenced by a commitment to expertise and experience in our field.

Respect: Evidenced in appreciation of the value of diverse perspectives and experience in promoting a culture of leadership and innovation in a global organization.

Meet Your Board of Directors

September 2021 - August 2022

The Board of Directors are well-known subject matter experts and serve at the pleasure of the membership. Board members are voted in by the membership and on rare occasions appointed if one member is unable to complete the term of services.



CANDY ALEXANDER
President



DEB PEINERT
Vice President



PAM FUSCO
CFO/ Treasurer



SHAWN MURRAY
COO/Secretary



ALEX GROMANN
Director



BETTY BURKE
Director



DR. CURTIS CAMPBELL
Director



DEBBIE CHRISTOFFERSON
Director



BILL DANIGELIS
Director



MARY ANN DAVIDSON
Director



LEE NEELY
Director



JIMMY SANDERS
Director



DAVID VAUGHN
Director

2021 - The Year of Membership Engagement

ISSA International's number one priority was to engage and re-engage the membership. Over the year, we increased member communications to provide more transparency for association activities.

We developed a more robust committee outreach and relaunched our Special Interest groups, known as SIGs. In response, Hundreds of members volunteered across committees and joined SIGs.

To help our members with their professional goals and aspirations, we negotiated ongoing preferred rates for virtual training, certification, and conference opportunities.

To enhance and support the Cyber Executive Members, we brought in a new platform to provide Members a virtual experience that included networking with peers. ISSA believes we are stronger together as a community.

In this spirit, we worked to strengthen alliances with organizations such as CSA, allowing ISSA members to participate, engage and collaborate on industry working groups.

We were excited to support newer industry initiatives such as the US Cyber Games.

Our chapters are the lifeblood of our organization, as they provide our members with local opportunities for sharing and networking, and we committed to collaborating closely with participating chapter leaders.



Looking Forward

2022 - Growing with The Profession.

We intend to align all strategic initiatives and 2022 association objectives toward this goal. The profession has grown and changed over the years. ISSA International intendsto develop programs and provide resources to enable our channels, chapters, and networks to provide the most beneficial to the current and future membership.

- Grow chapters and increase chapter tools
- Catalog of services
- Chapter leaders helping chapter leaders
- Continued expansion of member services and benefits
- Continue to provide new membership discounts
- Increase networking opportunities
- Develop shared resource libraries (e.g., policy templates), tips, and tools
- Foster global growth and knowledge across borders
- Leverage existing international leaders to strengthen outreach outside of the US.
- Virtual conferences aimed at non-US members
- Connect Special Interest Groups and Chapters
- Encourage greater member involvement to share knowledge and skills
- New International Committee and Special Interest Group
- Form Content and Research Development Groups

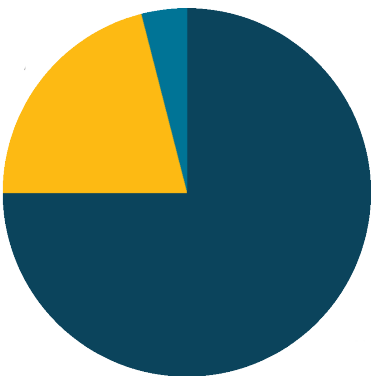




Chapters around the Globe

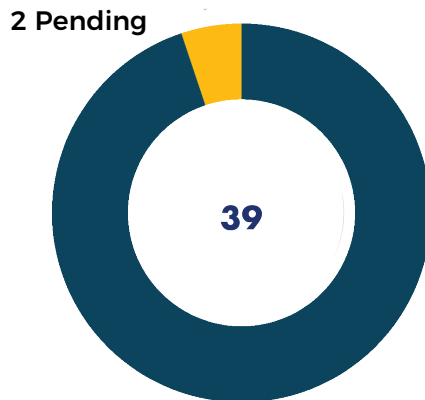
The ISSA Chapter Network is one of the industry’s most vital and long-standing communities. In 2021, the International Team worked with chapter leaders to provide tools and resources to keep local chapters active and productive in an ever-changing environment. Most of the chapters experienced steady membership and small growth during this time. The International Team works to serve and support the chapter network and chapter leaders around the world. We are proud of our chapters serving their local communities through volunteer leadership and local businesses.

Total Active US Chapters



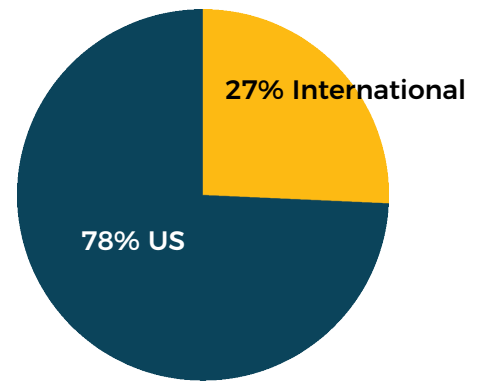
- Small (< 100 Members) 75
- Med (101-300 Members) 21
- Large (>300 Members) 4

Total International Chapters



37 Active

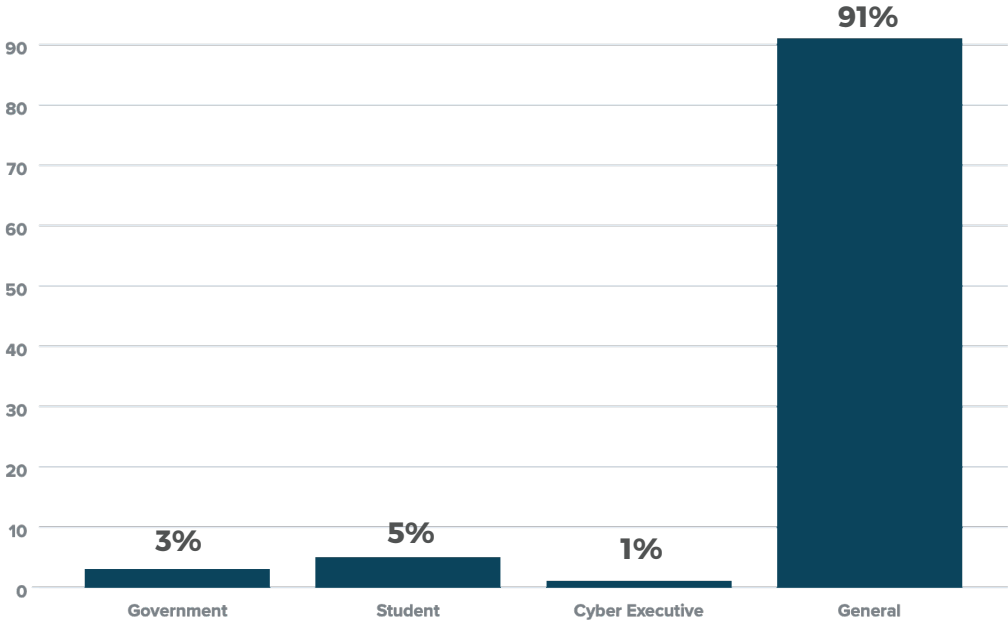
Chapters



In 2021 our membership held steady. The ISSA membership is mainly comprised of individual contributors known as our general membership. This year we designed a new program - Corporate Membership - to provide for organizations who want to support their cyber professionals and the cyber community. This membership allows organizations and educational institutions to give individual memberships to their employees and faculties and show their support for the individuals performing the work and their commitment to security. In 2022 we will concentrate efforts on membership growth by providing increased resources and benefits.

We look forward to increasing corporate membership participation and applauding the founding companies who realized the benefit ISSA provides to the cyber community and supports their cyber group within their organization.

Members



Our membership categories span from Students entering the industry to Cyber Executive Leaders. Many chapters are running programs for each of the categories of memberships, further supporting individuals throughout their career progression.

The ISSA Fellows and Distinguished Fellows Program

This program honors established cyber professionals with demonstrated success and contributions to the industry. These individuals have dedicated years towards the innovation and progression within the cyber realm. To earn the designation a member must be nominated and provide information of all contributions relevant to the title. The program runs throughout the year and the members who are bestowed the title are celebrated at the annual ISSA International Award Gala.

2021 DESIGNATIONS



Rich Larkins
Gene McGowan

FELLOW

Fellow Qualifications

- 8 years of association membership
- 12 person-years of relevant professional experience
- 5 years of significant performance in the profession such as substantial job responsibilities in leading a team or project, performing research with some measure of success or faculty developing and teaching courses



Michael F. Angelo
Steve Chan
Shawn Murray

DISTINGUISHED FELLOW

Distinguished Fellow Qualifications

- 12 years of association membership
- 16 person-years of relevant professional experience
- 5 years of sustained volunteer leadership in the association
- 10 years of documented exceptional service to the security community and a significant contribution to security posture or capability

Awards Gala

2021

Winners 2021

Hall of Fame

Elizabeth Zwicky
J. Trent Adams
Murray Kucherawy
Edna Conway
Dawn Cappelli

Honor Roll

Gabe Chomic
Adam Danieluk

Chapter of the Year

International: Poland
Medium: Minnesota
Large: Colorado Springs

Volunteer of the Year

Francesco Chiarini
Patrick Sheehan
Christine Mack
Debbie Christofferson
Julie Johnson

Organization of the Year

Mandiant Threat Research Team

President's Award for Public Service of the Year

Jim Reavis

Security Professional of the Year

Kurt Danis

Awards Gala

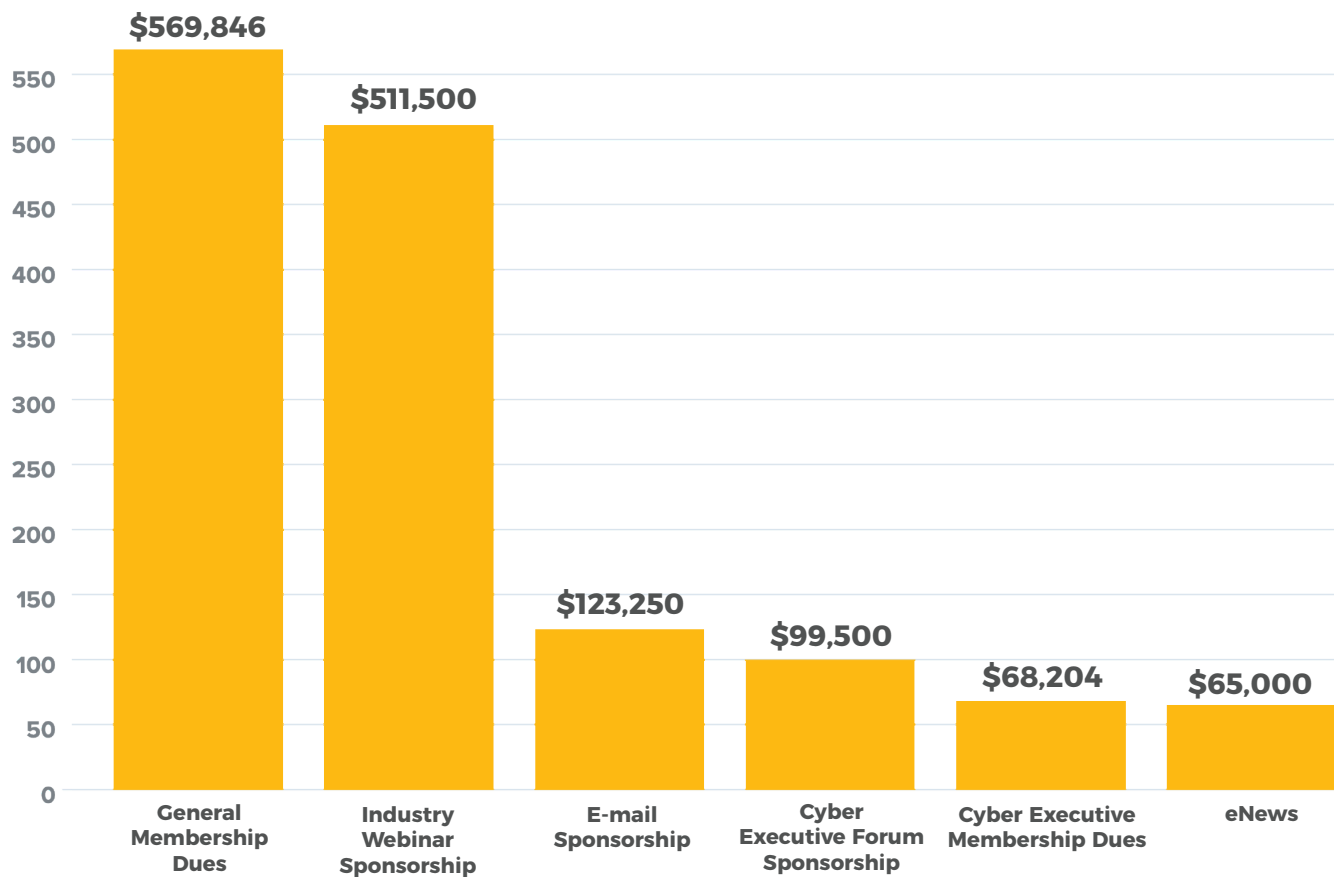
ISSA held its first virtual live streamed Awards Gala in 2021. Finalists and award winners joined the International board during a live presentation on October 2031.

The ISSA Global Awards program was developed to recognize excellence in information security professionals, the companies they work for, and the chapters to which they belong.



SOURCES AND USES OF FUNDS

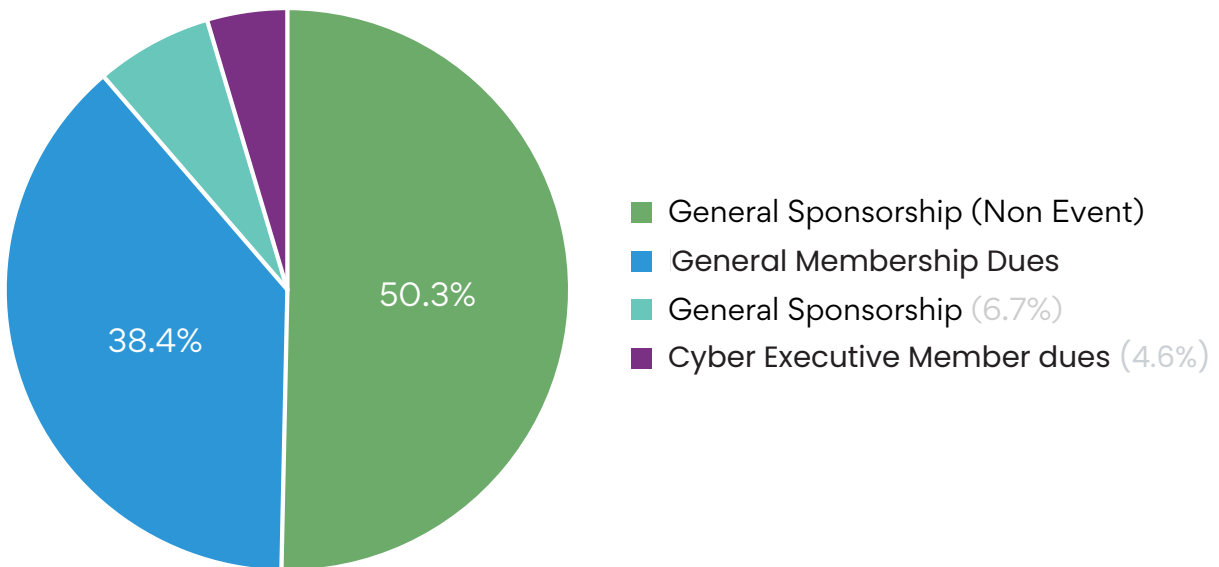
Revenue Breakdown



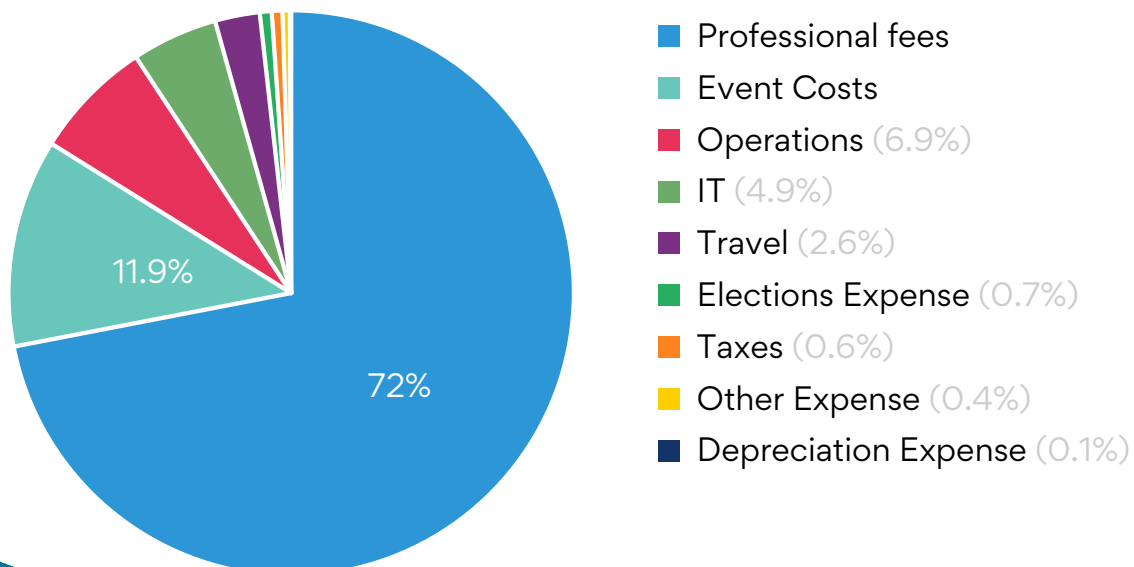
Draft financials not final audited financials

SOURCES AND USES OF FUNDS

Revenue Mix



Expenditure Mix



Profit & Loss Detailed

PROFIT & LOSS	2021	2020
Revenue		
BOARD ACTION - Unknown Income	\$0	\$23,384
Membership Dues		
Cyber Executive Dues	\$68,204	\$75,522
Corporate Membership	\$12,333	\$5,625
General Membership	\$569,846	\$614,438
Total Membership Dues	\$650,384	\$695,585
Partner Contribution Income	\$113	\$0
Sales	\$0	(\$35)
Sponsorship Revenue		
General Sponsorship	\$99,500	\$37,999
General Sponsorship (Non Event)	\$747,605	\$614,697
Total Sponsorship Revenue	\$847,105	\$652,696
Unapplied Cash Payment Income	(\$625)	\$510
Total Revenue	\$1,496,977	\$1,372,140
Expenses		
Depreciation Expense	\$841	\$350
Elections Expense	\$8,250	\$8,172
Event Costs		
Audio Visual	\$8,271	\$2,002
Catering	\$15,994	\$40,511
Decorator	\$0	\$373
Facilities	\$0	\$1,204
Misc. Event Expenses	\$447	\$179
Sponsorship Commissions	\$117,400	\$141,550
Supplies	\$2,620	\$9,613
Total Event Costs	\$144,732	\$195,431
Handling Charge	\$0	\$100
IT		
Computer Expenses	\$1,050	\$90
Online Software Tools/Licenses	\$43,979	\$33,871
Web Hosting	\$14,726	\$21,578
Total IT	\$59,755	\$55,539
Member Services		
Gifts & Awards	\$773	\$2,297
Operations		
Bank Charges	\$935	\$2,633
Credit Card Service Fees	\$31,448	\$38,911
Dues and Subscriptions	\$181	\$65
Insurance	\$16,723	\$16,586
Miscellaneous Taxes	\$0	\$55
PayPal Fees	\$4,482	\$9
Printing	\$17,803	\$15,463
Shipping & Postage	\$3,957	\$24,979
Supplies	(\$473)	\$4,849
Taxes	\$7,395	\$250
Telephone	\$1,004	\$1,607

	2021	2020
Total Operations	\$83,453	\$105,407
Other Expense		
Interest Expense	\$5,147	\$3,168
Professional fees		
Accounting Service	\$36,526	\$52,938
AMS (YM) Consulting	\$5,568	\$23,818
Attorney	\$8,762	\$15,967
Audit & Tax	\$13,463	\$21,780
Consulting - Other	\$0	\$229
Design & Layout	\$41,370	\$50,123
Event Management	\$91,542	\$120,000
Executive Director	\$200,000	\$200,000
Marketing/Social Media	\$81,500	\$40,203
Operational Staffing	\$232,000	\$208,000
Public Relations	\$6,850	\$9,900
Vendor Sales	\$108,000	\$117,000
Website Maint/Development	\$48,980	\$38,269
Total Professional fees	\$874,561	\$898,226
QuickBooks Payments Fees	\$1,278	\$0
Travel		
Board Air - Travel	\$3,847	\$10,758
Board Lodging	\$20,614	\$19,472
Board Meals	\$337	\$3,892
Board Miscellaneous Travel	\$0	\$3,800
Lodging	\$0	\$23,204
Meals & Entertainment	\$1,491	\$2,113
Miscellaneous Travel	\$122	\$420
Transportation	\$4,770	\$4,363
Total Travel	\$31,180	\$68,021
Unapplied Cash Bill Payment Expense	\$0	(\$519)
Total Expenses	\$1,209,970	\$1,336,192
Operating Profit	\$287,007	\$35,948
Other Income		
Interest	\$3	\$22
Miscellaneous Income	\$0	\$1,000
Other Expenses		
Bad Debt	\$0	\$10,393
Earnings Before Interest & Tax	\$287,010	\$26,577
Net Income	\$287,010	\$26,577

STRATEGIC RELATIONSHIPS

ISSA's philosophy is to build better bridges, share knowledge, and come together to strengthen the cyber community. In 2021 we focused on negotiating relationships with organizations to provide members with benefits and discounts. We engaged with like-minded organizations to increase collaboration and provide our members and the community with a cohesive approach to the issues we face as professionals. In 2022 we hope to share the results of these relationships through shared resources, tools, and tips.

