

This Annual Report for the Geoprofessional Business Association has been prepared for the Board of Directors and all Member-Firms to report the progress of the Association and highlight key accomplishments of the Association during the fiscal year 2023-2024. It is intended to keep all members current with significant accomplishments of the Board, Committees, Councils, and Task Forces and all the volunteers who support it.

MEMBERSHIP

181
MEMBER FIRMS

66
ASSOCIATE MEMBERS

11

NEW MEMBER FIRMS

REPRESENTING APPROX.
100,000 EMPLOYEES

[Member Directory](#)

AWARDS



MEMBER-FIRM
ENGAGEMENT
AWARDS



PRESIDENT'S
AWARD



PROJECT
AWARD OF
EXCELLENCE



CERTIFICATES OF
APPRECIATION
ISSUED



PHOTO
CONTEST
ENTRIES

[View All of the Award Winners](#)

[View the Photo Contest Entries](#)

CONFERENCES

**2023 FALL
CONFERENCE**

177
Total Registrants

67
Member Firms Represented

**2024 LEADERSHIP
SUMMIT**

68
Total Registrants

36
Member Firms Represented

**2024 ANNUAL
CONFERENCE**

157
Total Registrants

74
Member Firms Represented

PUBLICATIONS + MULTIMEDIA

NEW &
UPDATED
PUBLICATIONS

14

≈3,400 Reference Document Downloads

- Case History #115 – Don't Drown Your Sorrows...Yet
- Case History #116 – Went Fishing, Caught a Whale
- Business Brief: Opportunities at the Climate Crisis and Infrastructure Nexus
- Message to Civil and Structural Engineers: Project Quality Assurance
- Message to Owners: Environmental Remediation Risks, Limitation of Liability
- Best Practices: Change Order Management
- Best Practices: Establishing an Internship Program in Your Firm
- Best Practices: Interviewing the Right Way
- Best Practices: Straight Talk About Profitability
- Creative Signing Bonuses
- Technology Brief: Improve Your Drone Strategy
- Round Table Wrap-Ups: 2023 Spring Conference
- State of the Workplace Industry Report
- 2023 Customized Engagement Reports

[View the Top 10 Downloads](#)

NEW
PODCASTS
PUBLISHED

5

≈1,881 Podcast Listens

- Leadership Lounge
- Management Best Practices
- 1st Word
- Audio Education

[Listen to the Podcasts](#)

NEW VIDEOS
PUBLISHED

9

≈461 Video Views

- 1st Word: 7
- Unmasking AI Text: Simple Steps to Determine Content Origin
- Winter Leadership Summary

[Watch the Videos](#)



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COMMITTEES

63	Active Committee Members
108	Committee Meetings During Year
97	Companies Represented

ACHIEVEMENTS

DEI Survey
Recruiting and Retention Survey
Business Round Tables – Fall '23 + Spring '24
Series of AI Articles
Crane Pad Subcommittee/Collaboration
New Environmental Working Groups

Business Technology

Chair John Norwood, P.E., CSSGB
(Terracon)

Business Practices

Chair Jason Stoops, P.E.
(G2 Consulting Group)

CoMET Business

Chair Bryce Moore
(Blackburn Consulting)

Council of Fellows

Chair David Lourie, P.E., D. GE, F.GBA
(Lourie Consultants)

Inclusion Advancement

Chair Robert Howard, P.E.
(Geo-Technology Associates, Inc.)

Emerging Issues & Trends

Chair Helen Pappas, CHMM ENV SP
(BEM Systems)

Environmental Business

Chair Margaret Panatera, P.E.
(GZA GeoEnvironmental)

Geotechnical Business

Chair Blake Cotton, P.E., LEED AP
(Freese and Nichols)

Legal Affairs

Chair Aaron Mann, Esq.
(Terracon)

Multimedia Delivery

Chair Tiffany Vorhies, NACE CIP-2
(SME)

Peer Review

Chair Bruce Savage, CPG
(Geotechnical Consultants, Inc.)

Resource Collaboration

Chair Chuck A. Gregory, P.E., F.GBA
(Terracon)

ALLIANCE ORGANIZATIONS



GBA is proud to have a formal partnership agreement with these organizations:



FINANCES

\$175,106

YEAR-END NET INCOME

\$1,169,144

YEAR-END RESERVE ACCOUNT BALANCE

\$1,151,434

AUDITED NET ASSET VALUE (APRIL 2023)

NOTABLE ACCOMPLISHMENTS

Reinvigorated GBA Peer Groups

Graduated Emerging Leaders Class #5

Reached 12,000 downloads of GBA Podcast

Signed MOU with CGS

Launched 1st Word video series

Renewed MOU with AEG

PLANS FOR FY2024-2025

- 1 Prepare GBA's Strategic Plan for 2027
- 2 Adopt new schedule of events to deliver high-value content and collaboration opportunities
- 3 Transition to a new Association Management Database to streamline access to member benefits and improve communication and engagement
- 4 Launch the Career Continuum professional development initiative
- 5 Form an MOU with AGS-UK