2024 INCOSE ANNUAL REPORT

Membership | Chapters | Corporate Advisory Board (CAB) | Certification | Events | Products & Publications | Services | TechOps | Financial Overview

INCOSE Annual Report 2024

This annual report provides a comprehensive overview of INCOSE's activities and achievements throughout 2024. It includes insights on members and associates, chapters, Corporate Advisory Board (CAB) organizations, certification, events, products and publications, and a financial overview.

All data in this report was collected on **31 December 2024**.

INCOSE
INTRODUCTION

The International Council on Systems Engineering (INCOSE) is a not-for-profit membership organization founded to develop and disseminate the transdisciplinary principles and practices that enable the realization of successful systems.

ABOUT US

INCOSE is designed to connect systems engineering professionals with educational, networking, and career-advancement opportunities in the interest of developing the global community of systems engineers and systems approaches to problems.

We are also focused on producing state-of-the-art work products that support and enhance this discipline's visibility in the world.

OUR MISSION

INCOSE fosters systems engineering knowledge exchange, application, education, and research. We are dedicated to being the world's trusted authority and forum for the practice, science, and art of systems engineering.

OUR VISION

To unite and advance the global systems community.

INCOSE
STRATEGIC PLAN

INCOSE launched its new Strategic Plan at the International Symposium (IS2024), setting the direction for the organization's future. This plan is built around four key objectives that guide INCOSE's efforts in advancing systems engineering worldwide.

ADVANCE SYSTEMS ENGINEERING AS THE WORLD'S TRUSTED AUTHORITY

EXPAND THE SYSTEMS ENGINEERING COMMUNITY WHILE GROWING INCOSE

FOSTER PROFESSIONAL DEVELOPMENT AND SYSTEMS ENGINEERING COMPETENCIES

ACHIEVE OPERATIONAL EXCELLENCE

INCOSE leaders and community members are actively working to outline actionable next steps within their respective areas, ensuring these objectives translate into meaningful progress. As these efforts take shape, INCOSE remains committed to driving progress and strengthening the global systems engineering community.

MESSAGE FROM THE **PRESIDENT**

It is my great honor to present this annual report, highlighting the significant accomplishments of our organization throughout 2024.

Despite a challenging global context, 2024 was an exceptional year for INCOSE and the systems engineering community, marked notably by a substantial organic growth of 15% in our membership.

Highlights of the year were our highly successful global events, including a record-breaking International Workshop in Torrance and an equally impressive International Symposium in Dublin.

A significant milestone achieved this year was the finalization and publication of our new strategic plan at the Dublin Symposium. This comprehensive plan is anchored by an evolved vision and mission statement and supported by four high-level strategic objectives. Developed in response to the ambitious targets set by our SE Vision 2035, the strategic plan addresses the increasing need to guide the evolution of our discipline and its practical application across industries.

The initial impact of our strategic initiatives was already evident in 2024. The establishment and maturation of our professional staff team, led by Executive Director Steve Records, coupled with strengthened collaboration with our global chapters, has been instrumental in our pursuit of **operational excellence**. The annual operating plan and the strategic priorities for 2025 are fully aligned with this vision.

In support of our global outreach and aspiration to become the **world's trusted authority** on systems engineering, we are proud to have been accepted as an international member of the World Federation of Engineering Organizations (WFEO), operating under the auspices of UNESCO. Central to our mission of **fostering professional development and competencies** in systems engineering, our three-tiered certification program, along with its academic equivalency component, continues to experience significant growth. Noteworthy developments include new initiatives such as the SE Laboratory—enabling the creation and distribution of digital artifacts—and the thriving success of our working groups addressing contemporary trends like artificial intelligence and sustainability.

Looking ahead, I am incredibly enthusiastic about the future and confident that our robust strategy and dedicated membership form the foundation for sustained success. On behalf of the Board of Directors, I extend my sincere gratitude to our volunteer contributors and leaders whose dedication and unwavering commitment continue to drive the advancement of the systems engineering profession.

2024 INCOSE **MEMBERS & ASSOCIATES**

INCOSE's influence extends worldwide, with a thriving community of members and associates actively shaping the landscape of systems engineering. This collaborative network spans countries, embodying the organization's commitment to fostering a global community dedicated to advancing the practice and impact of systems engineering.

TYPES OF INCOSE **MEMBERSHIP**

Regular

Systems engineering professionals from corporate management, government & program management, academia, research & development, science and engineering, business development, and many more.

Senior

Individual members qualify for the Senior category if they are at least 65 years of age at the time they join or renew their membership

Student

Students enrolled in universities or colleges pursuing degrees in systems engineering or related fields

INCOSE **ASSOCIATES**

In addition to individual members, INCOSE has **Corporate Advisory Board (CAB) Associates.**

A **CAB Associate** is a complimentary membership offered to employees or students of organizations that are members of the CAB. Each CAB organization is allocated a maximum number of CAB Associates based on their CAB membership status. Those Associates can upgrade their membership to individual membership (full or student) at a discounted rate.

All INCOSE Associates gain access to valuable resources not available to the public, including:

- Past symposia papers and proceedings
- SE Handbook
- Systems Engineering Journal
- Technical products
- Past webinar recordings

INCOSE's Corporate Advisory Board (CAB) acts as the "Voice of the Customer" for the organization's leadership team. The CAB comprises organizations working in and supporting systems engineering, including large corporations, government agencies, engineering and consulting firms, not-for-profit organizations, universities, and more. By having this broad representation, the CAB can ensure that INCOSE considers the perspectives of various stakeholders within the systems engineering field. This fosters the development of resources and standards that benefit a wide range of organizations.

To learn more about the CAB and view a list of all current CAB members, visit the Corporate Advisory Board Webpage.


14,816
INDIVIDUAL MEMBERS
13,101
REGULAR MEMBERS
706
SENIOR MEMBERS
1009
STUDENT MEMBERS
11,751
CAB ASSOCIATES
26,567
MEMBERS & ASSOCIATES

+13.5%
in comparison with 2023

14,816
INDIVIDUAL MEMBERS

13,101
REGULAR MEMBERS

706
SENIOR MEMBERS

1009
STUDENT MEMBERS

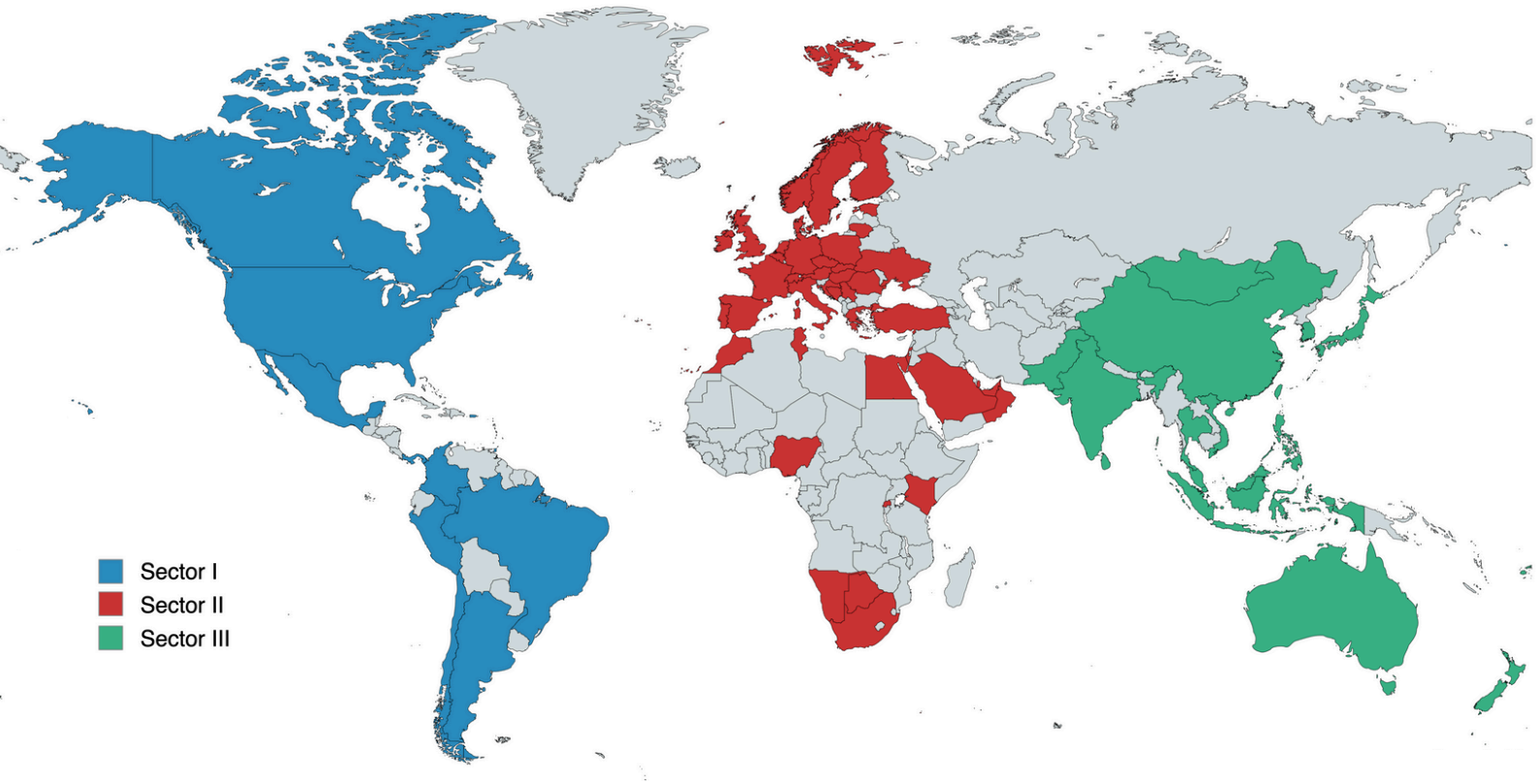
+16.8%
in comparison with 2023

11,751
CAB ASSOCIATES

+14.9%
in comparison with 2023

26,567
MEMBERS & ASSOCIATES

COUNTRIES WITH **INCOSE MEMBERS**

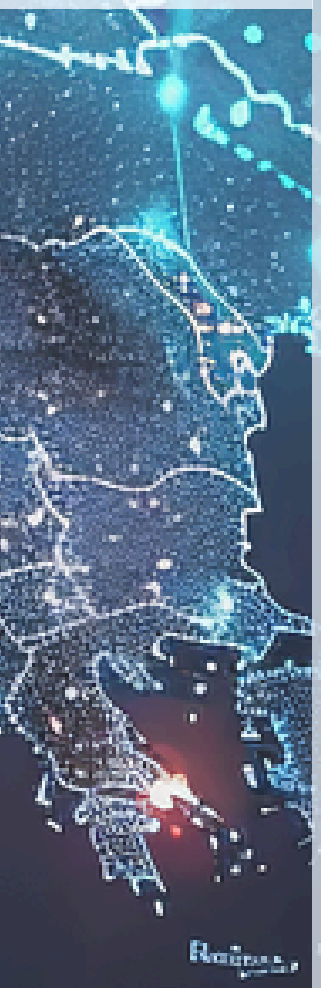


INCOSE members are geographically distributed across a diverse and expansive network, spanning 71 countries and organized into three major sectors:

- Sector I: Americas
- Sector II: Europe, Middle East, and Africa (EMEA)
- Sector III: Asia-Oceania

PERCENTAGE OF MEMBERS BY SECTOR

MEMBERS ARE LOCATED IN **71 COUNTRIES**



Americas

Argentina
Brazil
Canada
Chile
Colombia
Mexico
Panama
Peru
Puerto Rico
Trinidad and Tobago
United States

Europe, Middle East & Africa

Austria
Belgium
Bosnia-Herzegovina
Botswana
Croatia
Czech Republic
Germany
Denmark
Estonia
Egypt
Finland
France
United Kingdom
Greece
Hungary
Ireland
Israel
Italy
Kenya
Lithuania
Morocco
Namibia
Netherlands
Nigeria
Norway
Oman
Poland
Portugal
Qatar
Romania
Serbia
Slovakia
Rwanda
Saudi Arabia
South Africa
Spain
Sweden
Switzerland
Tunisia
Turkey
Ukraine
United Arab Emirates

Asia-Oceania

Australia
China
Fiji
Hong Kong
Indonesia
India
Japan
Korea
Mongolia
Malaysia
New Zealand
Philippines
Pakistan
Singapore
Sri Lanka
Thailand
Taipei
Vietnam

2024 NUMBER OF **CHAPTERS**

Americas

Established	42
Emerging	2
At-large	1
	45

Asia-Oceania

Established	7
Emerging	1
At-large	1
	9

Europe, Middle East & Africa

Established	17
Emerging	1
At-large	1
	19

73 Established, Emerging & At-large Chapters

CHAPTERS ARE LOCATED IN **31 COUNTRIES**

Americas

Argentina
Brazil
Canada
Mexico
United States

Asia-Oceania

Australia
China
India
Japan
Korea
New Zealand
Singapore
Thailand

Europe, Middle East & Africa

Belgium
Germany
Denmark
Finland
France
UK
Israel
Italy
Netherlands
Nigeria
Norway
Poland
South Africa
Spain
Sweden
Switzerland
Tunisia
Turkey

ACTIVE **CAB ORGANIZATIONS**

Aerospace Corporation, The
Airbus
AM General LLC
Analog Devices, Inc.
Arcfield
Australian National University
AVIAGE SYSTEMS
Aviation Industry Corporation of China, LTD
BAE Systems
Bechtel
Becton Dickinson
Belcan Engineering Group LLC
BMT Canada
Boeing Company, The
Booz Allen Hamilton Inc.
Boston Scientific Corporation
California State University Dominguez Hills
Carnegie Mellon University Software Engineering Institute
Change Vision, Inc.
Colorado State University Systems Engineering Programs
Cornell University
Cranfield University
C.S. Draper Laboratory, Inc.
Cubic Corporation
Cummins, Inc.
Cybernet MBSE Co, Ltd
Dassault Systèmes
Defense Acquisition University
Deloitte Consulting, LLC
Denso Create Inc
DENTSU SOKEN INC
Drexel University
Eaton
Eindhoven University of Technology
EMBRAER
FAMU-FSU College of Engineering
Federal Aviation Administration (U.S.)
Ford Motor Company
GE Aerospace
General Dynamics
General Motors
George Mason University
Georgia Institute of Technology
Hitachi Energy
Honeywell Aerospace Technologies
IBM
Idaho National Laboratory
ISAE-Supaero
ISDEFE
IVECO Group
Jama Software
Jet Propulsion Laboratory
John Deere & Company
Johns Hopkins University
KBR, Inc.
KEIO University
L3Harris Technologies
Lawrence Livermore National Laboratory
Leidos
LEONARDO
Lockheed Martin Corporation
Los Alamos National Laboratory
Loyola Marymount University
Magna
ManTech International Corporation
Marquette University
Massachusetts Institute of Technology
MBDA (UK) Ltd
Medtronic
MetaTech Consulting Inc.
Missouri University of Science & Technology
MITRE Corporation, The
Mitsubishi Electric Corporation
Mitsubishi Heavy Industries, Ltd
Modern Technology Solutions Inc
National Aeronautics and Space Administration (NASA)

ACTIVE **CAB ORGANIZATIONS**

National Reconnaissance Office (NRO)
National Security Agency Enterprise Systems
Naval Postgraduate School
Nissan Motor Co, Ltd
Northrop Grumman Corporation
Pacific Northwest National Laboratory
Pennsylvania State University
Petronas International Corporation Limited
Prime Solutions Group, Inc
Project Performance International (PPI)
Purdue University
QRA Corporation
Rolls-Royce
RTX
Saab AB
SAIC
Sandia National Laboratories
Saudi Railway Company
SENSEONICS
Shanghai Formal-Tech Information Technology Co., Ltd
Shell
Siemens
Sierra Nevada Corporation
Singapore Institute of Technology
Southern Methodist University
SPEC Innovations
Stevens Institute of Technology
Strategic Technical Services LLC
Swedish Defence Materiel Administration (FMV)
Systems Planning and Analysis
Taiwan Space Agency
Tata Consultancy Services
Thales
The George Washington University
The University of Arizona
The University of Utah
Torch Technologies
TOSHIBA Corporation
Trane Technologies
Tsinghua University
UK MoD
UNCOMN
Universidade Federal De Minas Gerais
University of Alabama in Huntsville
University of Arkansas
University of California San Diego
University of Connecticut
University Of Lagos
University of Maryland
University of Maryland, Baltimore County
University of Maryland Global Campus
University of Michigan, Ann Arbor
University Of Nairobi
University of New South Wales, The, Canberra
University of South Alabama
University of Southern California
University of Texas at El Paso (UTEP)
US Department of Defense
Veoneer US Safety Systems, LLC
Virginia Tech
Volvo Cars Corporation
Volvo Construction Equipment
Wabtec Corporation
Weber State University
Wichita State University College of Engineering
Woodward Inc
Worcester Polytechnic Institute (WPI)
Woven by Toyota, Inc.
Zuken, Inc

INCOSE **CERTIFICATION**

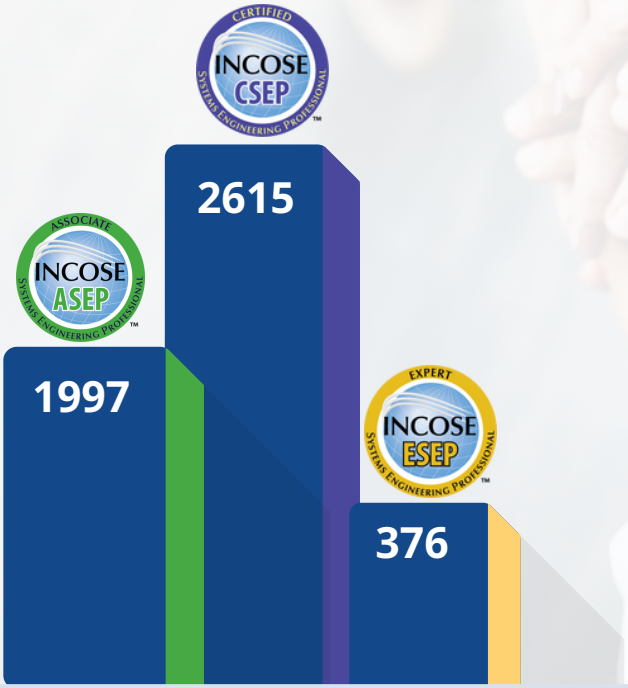
A major objective of INCOSE is to promote systems engineering knowledge, and one way of doing this is through our three-tiered certification program. INCOSE offers three levels of certification ASEP, CSEP and ESEP.

The **Associate Systems Engineering Professional** (ASEP) recognizes individuals as knowledgeable but without demonstrated SE experience. The qualification for the ASEP is possession of SE knowledge typical of a junior systems engineer, as evidenced by meeting the knowledge requirement.

The **Certified Systems Engineering Professional** (CSEP) recognizes systems engineering practitioners who have demonstrated knowledge and experience in many aspects of the discipline. The qualifications for this level include both SE knowledge and SE experience that serve various job profiles of an independent, all-round systems engineer.

The **Expert Systems Engineering Professional** (ESEP) certification is for those system engineers who have distinguished themselves by demonstrating both substantial experience and technical leadership. The ESEP has at least twenty years of systems engineering experience and is the person others seek with specific, challenging, technical questions. He or she is not an expert in all aspects of systems engineering but is the expert for some aspects of SE and could perform well in many.

4988 ACTIVE INCOSE SEP IN 2024



43
Paper Exam Sessions

455
Paper Exam Takers

655
Online Exam Takers

1088
Applications Received

820
ASEP Granted

70
ASEP renewals in 2024

1019
Applications Received

859
CSEP Granted

491
CSEP renewals in 2024

39
Applications Received

16
ESEP Granted

8 **AcEq Programs**
started in 2024

1004
students qualifying for the AcEq
and **bypassing the SEP exam**

2024 CERTIFICATION **PROGRAM HIGLIGHTS**

- Updated Academic Equivalency (AcEq) page
- Updated Certification Help Guides for applying, registering, renewing, and more
- New SEP Directory page
- New SEP exam proctor training and SharePoint resources
- New and improved Standard Operating Procedure (SOP) for the AcEq process
- Certification with integrated application for alternative paths (SESA, GfSE, DAU, etc)
- Reduced CSEP applicant processing time
- Improved instructions and notices for applicants

2024 INCOSE **EVENTS**

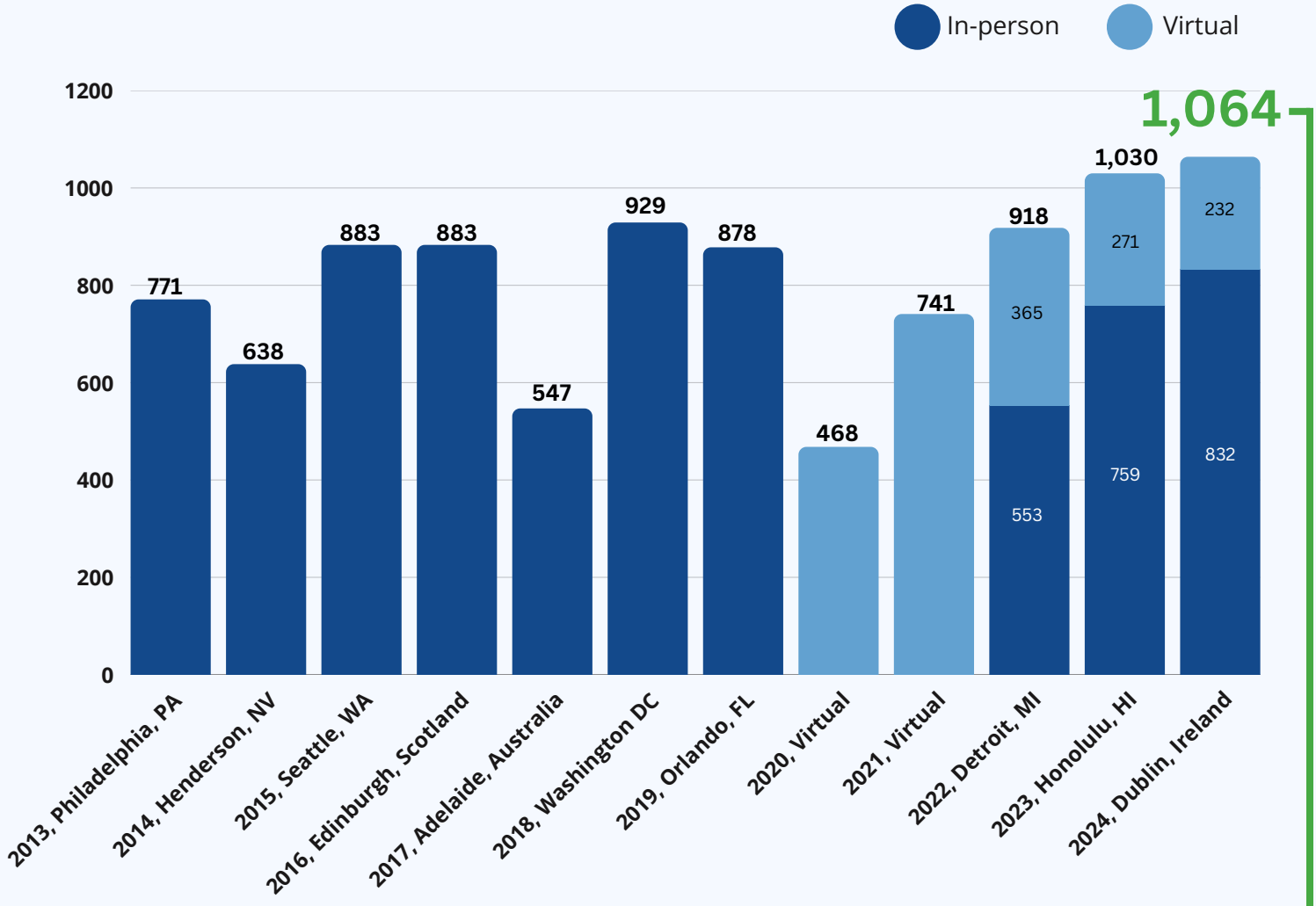
INCOSE INTERNATIONAL SYMPOSIUM

INCOSE INTERNATIONAL WORKSHOP

ADDITIONAL INCOSE EVENTS AND CONFERENCES

INCOSE **INTERNATIONAL SYMPOSIUM**

The INCOSE International Symposium (IS) is the premier international forum where practitioners, researchers, and educators share their insights, experiences, and innovations, furthering the practice of systems engineering. The symposium has occurred every year since 1991 and is the largest annual gathering of the systems engineering community. IS2024 was held in Dublin, Ireland, and gathered a record-breaking **1,064 attendees**.



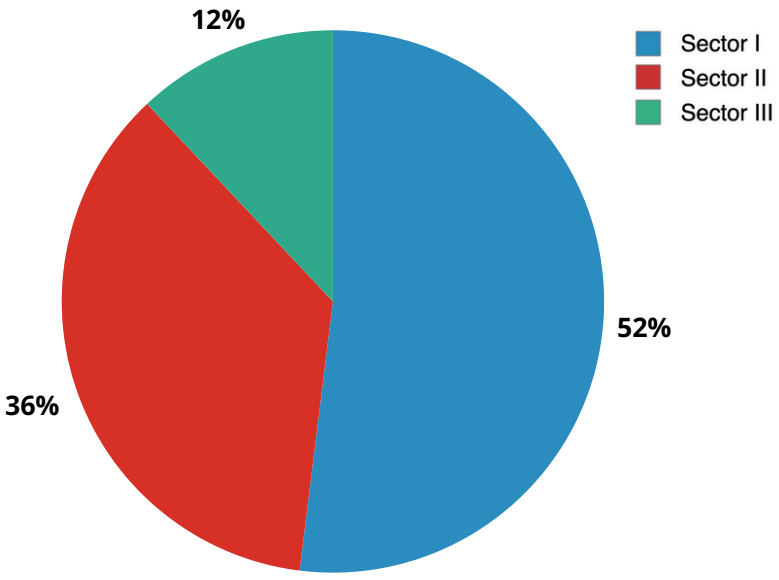
INCOSE International Symposium Attendance Figures (2013-2024)

Record breaking attendance in IS2024

1,064 attendees

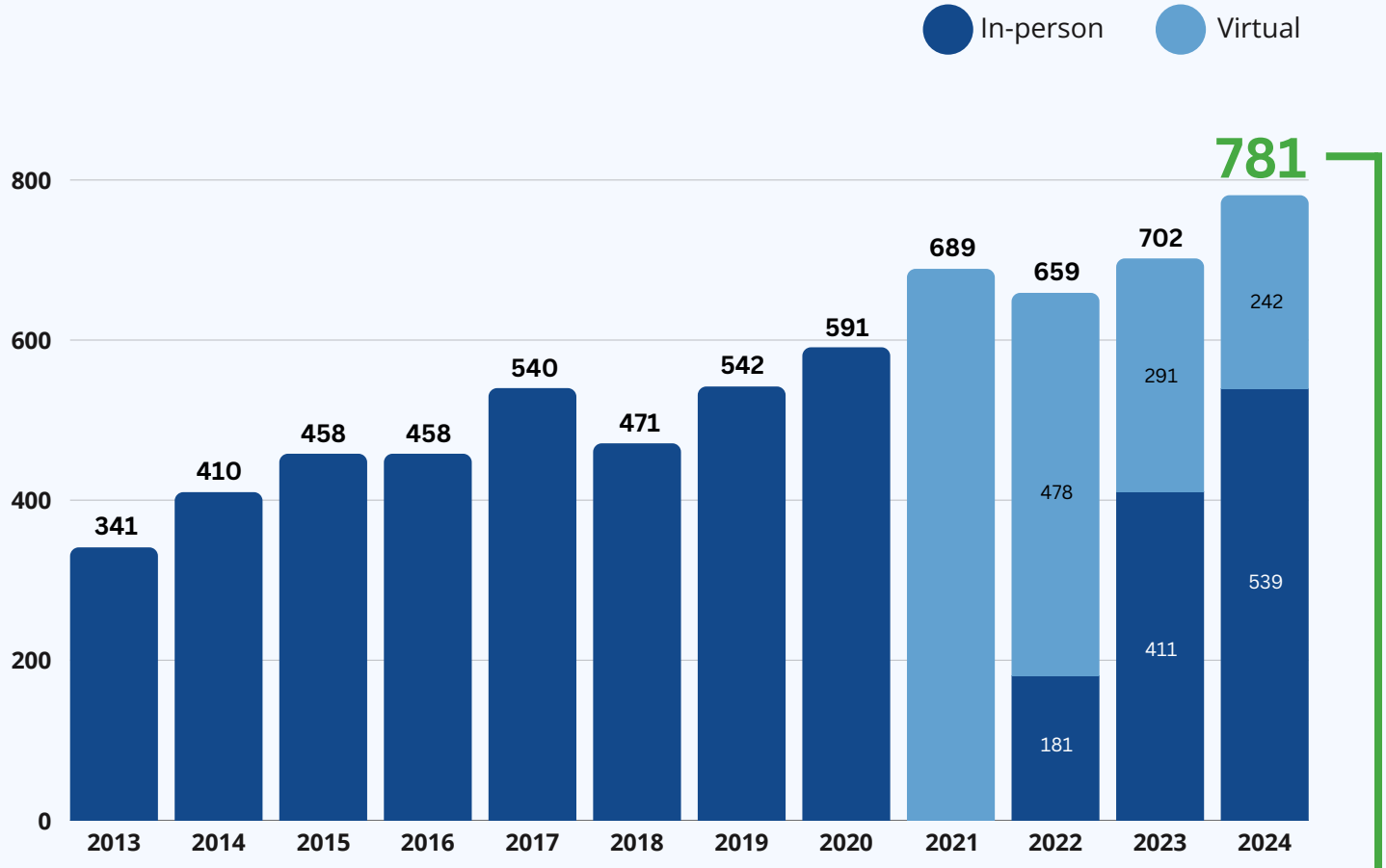
IS2024 PARTICIPANTS BY COUNTRY & SECTOR

Argentina **0.11%**
Australia **3.07%**
Austria **1.06%**
Belgium **0.42%**
Brazil **0.95%**
Canada **0.64%**
China **1.06%**
Denmark **0.53%**
England **0.11%**
Finland **0.32%**
France **4.24%**
Germany **6.14%**
Greece **0.11%**
Hungary **0.32%**
India **0.53%**
Ireland **0.85%**
Israel **0.42%**
Italy **0.74%**
Japan **5.51%**
Kenya **0.11%**
Latvia **0.11%**
Lithuania **1.17%**
Luxembourg **0.11%**
Netherlands **3.18%**
New Zealand **0.21%**
Nigeria **0.11%**
Norway **1.17%**
Poland **0.11%**
Portugal **0.11%**
Republic of Korea **1.27%**
Romania **0.11%**
Russian Federation **0.32%**
Saudi Arabia **0.11%**
Scotland **0.11%**
Singapore **0.42%**
South Africa **0.11%**
Spain **2.22%**
Sweden **2.54%**
Switzerland **0.21%**
Thailand **0.11%**
Turkey **0.11%**
United Kingdom **8.90%**
United States Minor Outlying Islands **0.64%**
United States **49.58%**



INCOSE **INTERNATIONAL WORKSHOP**

The **INCOSE International Workshop** (IW) is the premier collaborative systems engineering event where professionals can contribute knowledge and experience to advance the discipline. Unlike INCOSE's annual International Symposium and other conferences, there are no papers, panels, or tutorial presentations. Instead, attendees spend four focused days working alongside fellow systems engineers who are there to make a difference. IW2024 was held in Torrance, USA, and achieved a record-breaking attendance, bringing together **781 attendees** from across the globe.



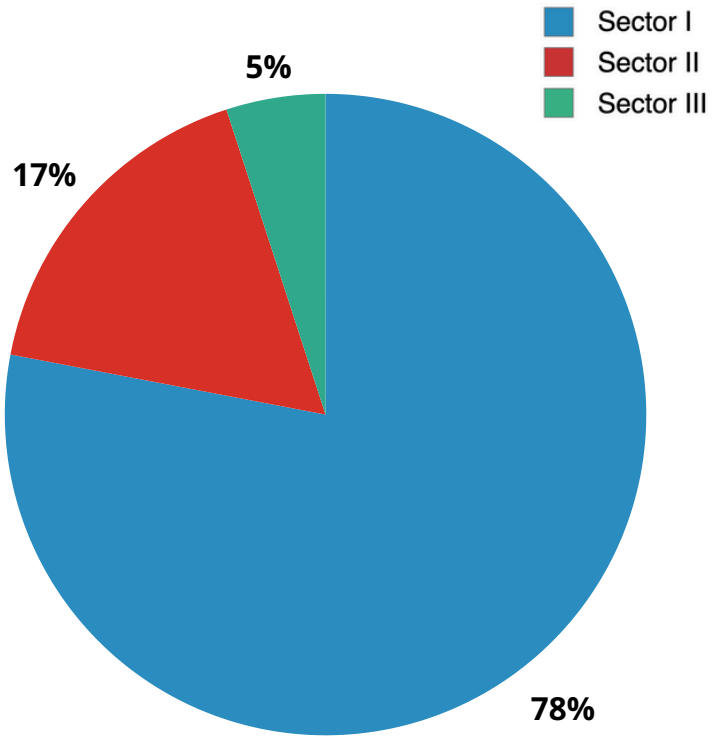
INCOSE International Workshop Attendance Figures (2013-2024)

Record breaking attendance in IW2024

781 attendees

IW2024 PARTICIPANTS BY COUNTRY & SECTOR

Australia **1.93%**
Austria **0.13%**
Brazil **0.39%**
Canada **1.16%**
China **0.26%**
Czech Republic **0.13%**
France **2.82%**
Germany **2.95%**
Hungary **0.51%**
India **0.51%**
Indonesia **0.13%**
Israel **0.13%**
Japan **3.34%**
Kenya **0.13%**
Lithuania **0.51%**
Mongolia **0.13%**
Netherlands **0.90%**
New Zealand **0.26%**
Norway **0.26%**
Portugal **0.13%**
Saudi Arabia **0.13%**
South Africa **0.39%**
South Korea **0.13%**
Spain **1.03%**
Sweden **0.90%**
Switzerland **0.26%**
United Kingdom **3.21%**
United States **77.24%**



ADDITIONAL INCOSE **EVENTS AND CONFERENCES**

In addition to the IS and IW, the INCOSE community also organizes regional conferences, working group sessions, and various domain-specific interest events and training. These events are typically smaller in scale compared to the flagship IS and IW and tend to focus on specific themes or target a particular geographical region.

Any INCOSE Working Group or Chapter can submit an event to be shared with the greater INCOSE membership. Between the ongoing advancements in hybrid event management and the open and welcoming nature of the community, INCOSE brings together the global systems engineering community for learning, networking, and professional development.

For additional details about INCOSE events, conferences, and upcoming opportunities, please visit our dedicated events page on the INCOSE website. There, you will find information on regional conferences, working group sessions, domain-specific interest events, and more.

INCOSE **PRODUCTS AND PUBLICATIONS**

INCOSE develops cutting-edge resources to share its knowledge with the systems engineering community. These resources are developed by INCOSE experts with vast theoretical and practical knowledge, focusing on providing impactful guides for the community.

The leading publications that INCOSE produces are:

- **INSIGHT Magazine**: a publication issued six times per year aimed at systems engineering practitioners. It is a critical resource for keeping up to date with the latest advancements and provides practical guidance and real-world examples for systems engineers.
- **Systems Engineering Journal**: an international scholarly journal and a primary source of multidisciplinary information for systems engineering theoretical foundations. Articles present original peer-reviewed research papers that explore new concepts, methodologies, and theoretical underpinnings of systems engineering.
- **Technical Products**: resources developed and published by INCOSE to provide formal information and guidance on various aspects of systems engineering. These products aim to equip practitioners with the knowledge and tools necessary to excel in the field.

You can find ALL INCOSE Products and Publications in the INCOSE Store.

2024 **HIGHLIGHTS**

6 INSIGHT Issues

6 SE Journal Issues

2 New Technical Products

KEY **THEMES**

- NEEDS & REQUIREMENTS
- AGILE
- COMPLEX SYSTEMS
- TECHNICAL LEADERSHIP
- THEORETICAL FOUNDATIONS

2024 **SERVICES HIGHLIGHTS**

WORKING GROUPS

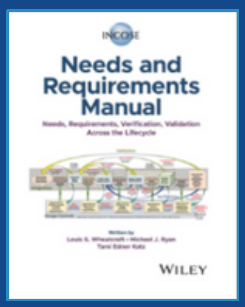
51
Active Working Groups
2 New Ones Formed in 2024

1
Cross-Working Group Project Team

TECHNICAL PRODUCTS PUBLICATIONS

NEW in 2024

REVISED in 2024



Two **new** Working Group products were put into the INCOSE Store in 2024, and a **revision** of the NRM was published with Wiley.

SE LAB

433
INCOSE Members

25
Vendor-Supported Tools

27
INCOSE Collaboration Teams
(Working Groups/Chapters/Universities)

13
Participating Vendors

2
Open-Source Tools

+ Launch of the INCOSE SE Lab Demo Day Webinar Series

SYSTEMS ENGINEERING TOOLS DATABASE (SETDB)

- Featured: **803 Tools** and **211 Tool Vendors**, with **7,275 member logins**
- **New releases deployed at IW and IS 2024**, with **new features** including:
  - Improved search performance
  - SE-Lab integration
  - Statistic report updates for Vendors and Administrators
  - Interoperability improvements with the PPI System Engineering Goldmine
  - Sorting improvements for tool records returned by a user search (by dates, alphabetical, earliest, latest)
  - Deletion or modification of outdated Tool Survey Questions
  - Addition of more Category/Tool links to INCOSE SEH v4 Processes
  - Initiation of Category/Tool links to INCOSE SEHv5 Processes
  - Out-of-date tool data will result in a tool being unpublished
  - Administrators can now send individual or bulk e-mail notices to tool vendors
  - PPI User access and login has been updated
  - Minor bug fixes and improvements for system administration

PROFESSIONAL DEVELOPMENT PORTAL (PDP)

- **Achieved Full Operational Capability (FOC) V2.0**, including:
  - Implementation of the 185 Systems Engineering Competency Assessment Guide Competency Area / Proficiency Level tables for self-assessment
  - Capability to arrange items on “My Bookshelf” under “Just Added”, “In Progress”, and “Completed” pages
  - Page view metrics and usage data for the SE Competency Assessment Guide
  - Star Comment reviews
  - Capability to save filter-based browsing and searches

VIRTUAL PROGRAMMING

- **3 Calling All Systems programs** hosted
- **8 Webinars** hosted

MENTORING SERVICE

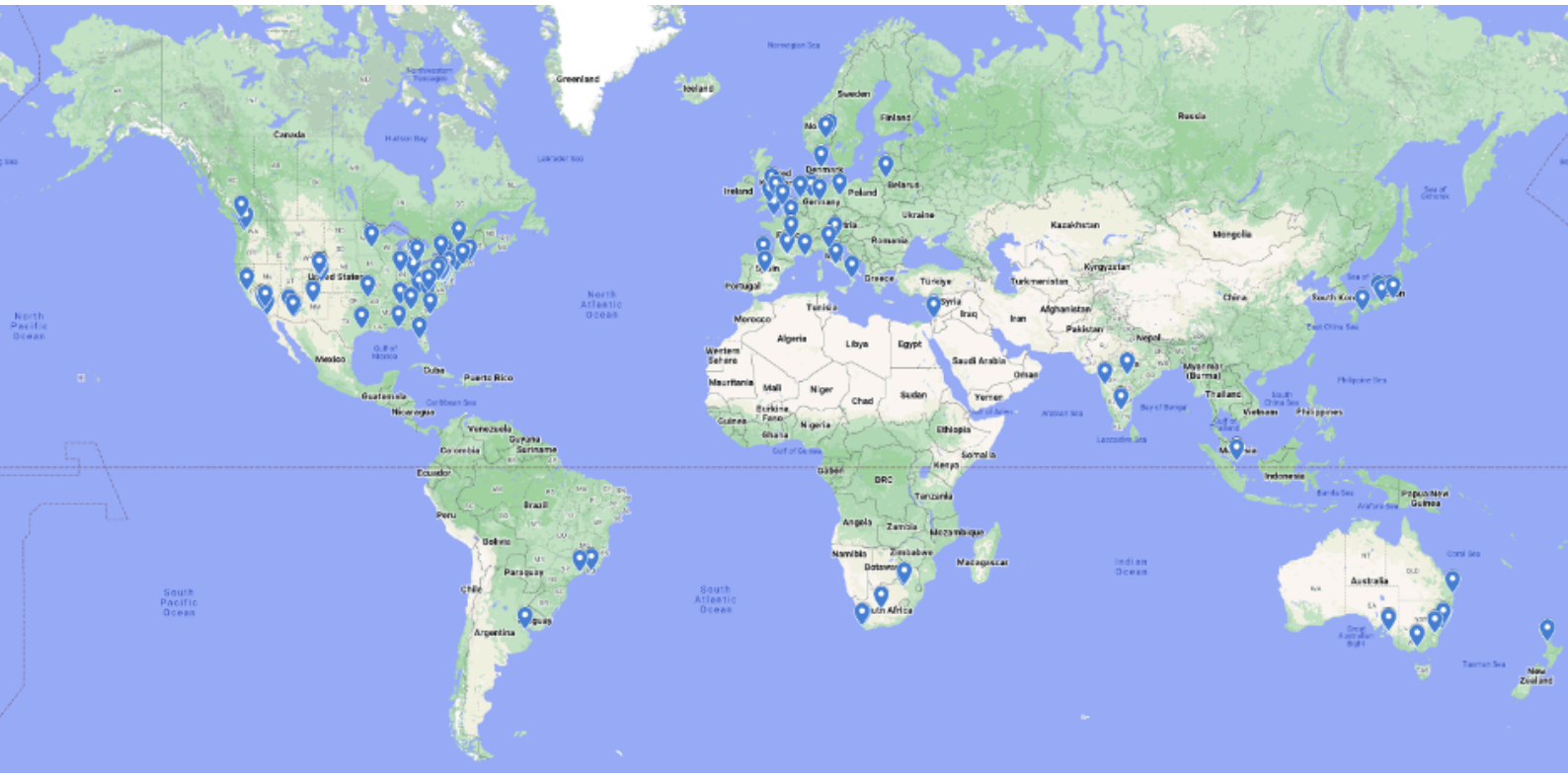
- **61 new mentees** joined and **6 new mentors** volunteered
- Currently have **29 mentors accepting new mentees**, and **6 mentors at capacity**

TECHNICAL LEADERSHIP INSTITUTE (TLI)

Established in 2015, the Technical Leadership Institute (TLI) is a global learning network of INCOSE members committed to improving technical leadership skills to better address today's product, enterprise, and societal complexity. Following nomination by an INCOSE leader, participants embark on an initial two-year experience designed to increase their self-awareness, improve their understanding of complexity, and provide experience in leading through influence in the presence of ambiguity and uncertainty.

Throughout the experience, coaching and mentoring help participants maximize the benefits derived from their experiences. Upon completion of the initial two-year experience, participants are inducted as full members of the TLI, after which they continue their journey of learning together, making their own contributions as members of a vibrant, diverse and growing network for the benefit of their organizations, INCOSE, and the world at large.

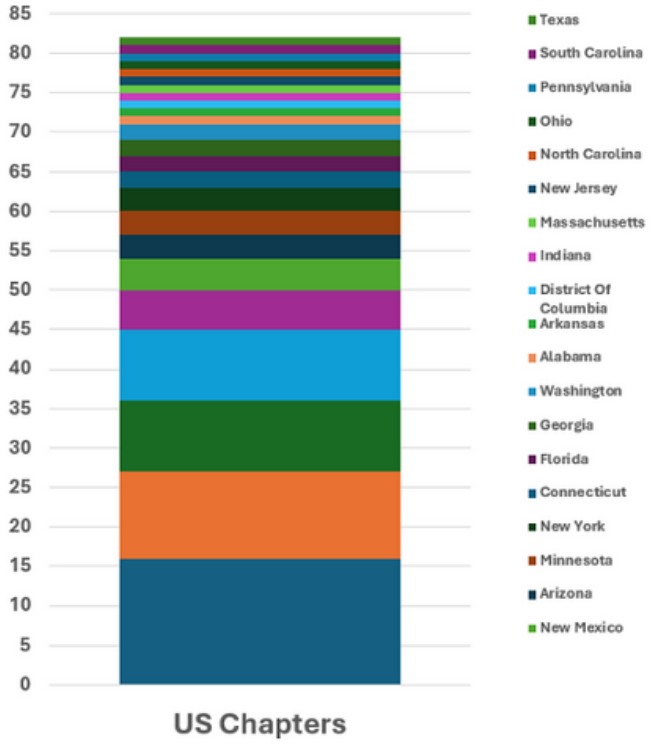
TLI now counts 161 members from 20 countries

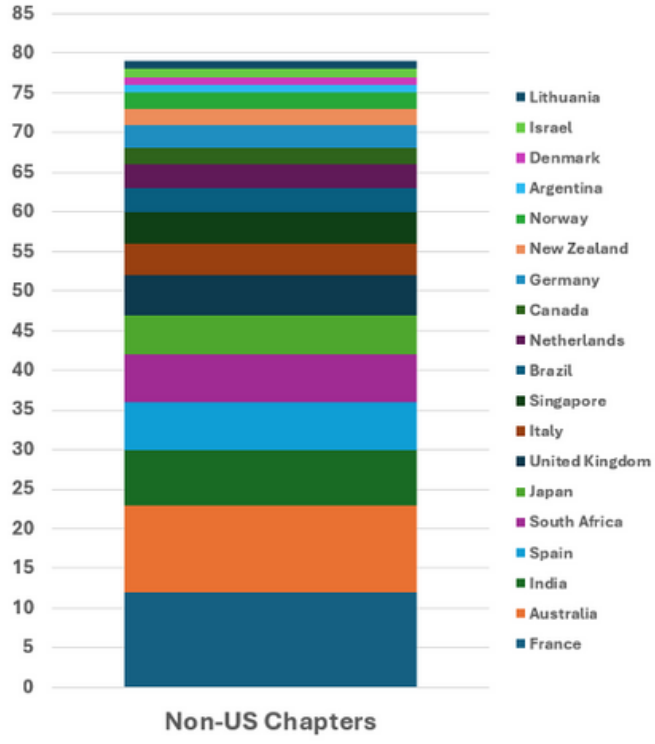


20 members of Cohort 8 inducted

161 members from 20 countries

24 members of Cohort 10 began their journey





A NEW ACADEMIC COUNCIL

In 2024, INCOSE implemented a new structure to engage members of the academic community and/or those interested in academic-related issues with INCOSE.

What changed?

Until recently, the Academic Council (AC) was a subset of the Corporate Advisory Board (CAB), composed of CAB members who represented higher education institutions. Moving forward, the CAB and the Academic Council are two distinct bodies, each with its own specific functions, membership conditions, and benefits:

	CAB	Academic Council
Perspective	Advise INCOSE from the perspective of the needs and wants of the CAB member (the organization)	Advise INCOSE from the perspective of the needs of SE as a field and SE academia at large
Conditions of membership	Same annual fees as today	No annual fee
Benefits	Same benefits as received today (e.g., possibility for Academic Equivalency)	No benefits to the organization; involvement is altruistic and not transactional

Why change?

The restructuring better aligns the Academic Council with its intended purpose by:

- Lowering the barrier to entry so the Academic Council can truly represent the voice of the broader academic community.
- Decoupling benefits from the Academic Council's activities, ensuring its focus remains on the needs of SE as a field, rather than the specific interests of individual organizations.

Who is the new Academic Council?

The AC consists of:

- Any representative of an organization that offers systems engineering or systems-related education in an institute of higher education.
- Any representative of K12 education in charge of curriculum design, ideally at least at the county level.
- Any tenured/tenure-track faculty that conducts research in systems engineering or a systems-related field if representation for their unit is not already present in the AC.
- Any faculty member pursuing the establishment of a systems engineering or systems engineering-related educational program at their institution.

What will the new Academic Council do?

The AC will:

- Evaluate and make recommendations regarding policy issues relevant to the academic community to the Board of Directors, via the Director for Academic Matters.
- Initiate and facilitate discussion and exploration of issues the AC members deem important to the systems engineering academic community.
- Evaluate and make recommendations on INCOSE products and services.
- Assess the state and health of the systems engineering academic community every 3 years.
- Nurture a healthy, internationally recognized systems engineering academic community

INCOSE JOINS WFEO: EXPANDING GLOBAL INFLUENCE AND COLLABORATION

In 2024, INCOSE officially joined the World Federation of Engineering Organizations (WFEO). WFEO brings together national engineering institutions from over 100 nations and represents more than 30 million engineers.

Similar to INCOSE's Vision 2035, WFEO aims to promote the role of engineering in achieving UN sustainable development goals (SDGs). Joining the WFEO is a strategic outreach effort that aligns with INCOSE's new objective of being the trusted authority in systems engineering. Currently, INCOSE is the only organization with a systems engineering focus within the network.

INCOSE can play a pivotal role by incorporating systems thinking and systems engineering into the pursuit of the SDGs, ensuring that the engineering approach is holistic, sustainable, and adaptable.

WFEO-INCOSE Empowering Engineering Disciplines through Systems Engineering

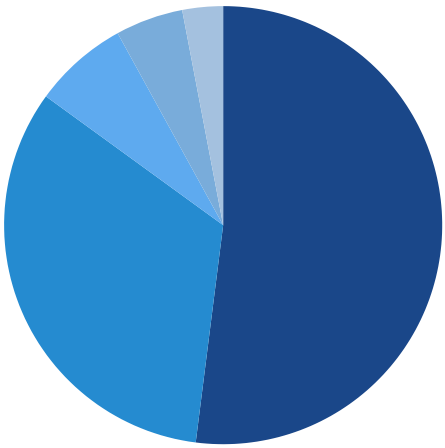
The collaborative WFEO-INCOSE Working Group was created to support both organizations' strategic goals by promoting best practices, fostering innovation, and facilitating the integration of systems engineering principles across various disciplines.

INCOSE **FINANCIAL OVERVIEW***

INCOSE is pleased to present a positive financial performance for the year 2024. We maintain a solid financial position to realize the vision of uniting and advancing the global systems community.

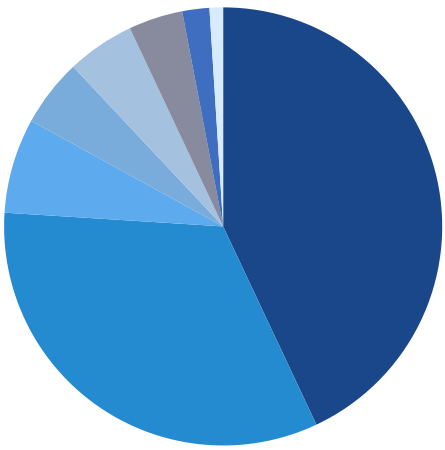
REVENUE

Membership	52%
Events	33%
Certification	7%
Sponsorship & Advertisings	5%
Other Products & Services	3%



EXPENSES

Staffing & Contractors	43%
Events	33%
Operations	7%
IT	5%
Travel	5%
Chapter/Sector	4%
Publishing	2%
Marketing/Outreach	1%



A note on transparency: INCOSE members can request a more detailed financial report, including a complete breakdown of revenue and expenses. We are committed to transparency and accountability to our membership.

* Unaudited Financial Report

INCOSE **BOARD OF DIRECTORS**

Ralf Hartmann President	**Michael Watson** President-Elect	**Stueti Gupta** Secretary
Alice Squires Treasurer	**Michael Dahlberg** Director, Corporate Advisory Board (CAB)	**Heidi Davidz** Director, Services
Bernardo Delicado Director, Outreach	**Olivier Dessoude** Director, Technical Operations	**Quoc Do** Director, Asia-Oceania (Sector III)
David Long Director, Strategic Integration	**Alejandro Salado** Director, Academic Matters	**Sven-Olaf Schulze** Director, EMEA (Sector II)
Renee Steinwand Director, Americas (Sector I)		

NON-VOTING MEMBERS

Steve Records Executive Director	**Robert Bordley** Deputy Director, Corporate Advisory Board	**Chris Browne** Deputy Director, Services
Tami Katz Deputy Director, Technical Operations		

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