LETTER FROM THE PRESIDENT AND CEO

This report and the pages that follow contain the accomplishments and highlights of the Association of Professional Chaplains® over our last fiscal year which began on November 1, 2015 and concluded on October 31, 2016. We have felt privileged to lead the APC® as President and CEO and we have felt blessed by our versatile and dedicated membership, whose shared passion is to serve others’ spiritual needs. Our membership consists of professional chaplains working in ever increasingly diverse fields and settings with compassion and empathy. We could not accomplish all that we have over the year and more if it were not for you, our members, and the dedicated volunteer leaders. We hope that each of you feel the same pride and reverence that we feel for each of you and for the organization.

The Association of Professional Chaplains continues to grow and thrive. Membership increased by nearly 4% over the previous year and BCCI® certification also showed significant growth, reaffirming that our qualifications for certification and our drive to deliver the best and highest standards for professional chaplains has impacted and improved the profession.

While it is important to reflect on our accomplishments and milestones, we also want to look towards the future and share with you the next steps for our organization. APC will continue to advance the profession by focusing our resources on the APC Strategic Plan, which the board reviews at each meeting to make certain that our actions and activities are supportive of the organization’s overreaching goals. The current APC Strategic Plan consists of the following areas of focus:

1. Support and conduct research for, by and about chaplains including market research to best meet the needs of our members
2. Expand collaborative partnerships and strategic alliances that support professional chaplaincy
3. Lead in professional development for chaplains
4. Optimize technology and innovation to enhance professional chaplaincy

By focusing our efforts and resources through the objectives outlined in the Strategic Plan, we are able to better represent, advocate for and advance the profession of chaplaincy. We ask for your continued support and dedication as we work towards accomplishing these goals in order to best meet your needs.

Each year brings us all new blessings and challenges; some are expected while others are not. Each of us has known turbulent times, but we invite you to join us in our efforts to bring our best to this world and those around us daily. We want APC to continue to be a supportive and collaborative organization for chaplains from all faiths and backgrounds who share our professional standards and ethics. With your help and our Strategic Plan, we know that ideal is attainable.

Thank you for your continued support; it is essential for the success of our profession and our organization. APC reflects, serves and represents YOU.

Peace,

Kimberly Murman MDiv MBA BCC
President

Patricia F. Appelhans JD
Chief Executive Officer
APC 2015-2016 HIGHLIGHTS

The Association of Professional Chaplains is a multi-faith nonprofit organization of chaplaincy care providers endorsed by faith groups to serve persons in need, respecting their individual cultures, identities and beliefs, in diverse settings throughout the world.

**Membership**
APC membership increased by 3.8% to 5,524 members as of October 31, 2016.

**Certification**
The number of BCCI certified chaplains increased to a total of 3,490.

**2016 APC Annual Conference**
Held in Orlando, the conference drew 575 attendees. Plenary sessions included:

- “Five Simple Principles to Integrate Chaplaincy with Addiction Care” by Dr. Omar Manejwala
- “Dwelling in Unity: Chaplaincy in a Complex System” by Rev. A. Meigs Ross BCC ACPE LCSW
- “Without Collaboration, No Leadership” by Dr. Beverly Malone PhD RN FAAN
- “Chaplains” screening by Martin Doblmeier

**2016 APC Chaplain Symposium**
The 2016 Symposium, “The New Normal: The Evolving Challenges of Spiritual Care,” was held at the APC National Office in Hoffman Estates, IL, on October 6, 2016. There were 25 in-person participants and 101 remote sites.

**2016 APC Leadership Awards**
APC recognizes individuals who have made an outstanding contribution to the profession. The 2016 award recipients were:

- Robert A. Kidd MDiv BCC, the Anton Boisen Professional Service Award
- Dr. George Pickle, the Distinguished Service Award
- Rev. Laurie Peterson Jeddeloh BCC and Rev. Dirk van der Vorst MDiv BCC, the Outstanding Local Leadership Award

In addition, the Oskar Pfister Award, given by the American Psychiatric Association (APA) in collaboration with APC, was presented to James W. Lomax MD.

Twenty-two researchers and project managers shared their recent work with posters at the annual conference. Poster presenters had a chance to discuss their work with attendees during a Fellowship Reception.
Collaborations with Cognate Groups and National Organizations
APC was represented at the following conferences: ACPE, NACC, COMISS and Military Chaplains Association. A joint marketing piece with NACC, NAJC and ACPE promoting chaplaincy was developed to promote the high ethical standards and advanced training that Board Certified Chaplains receive. APC continues to advocate for chaplaincy to The Joint Commission with NACC, ACPE and NAVAC. A task force with ACPE, NACC, NAJC and CASC reviewed and updated the Common Standards which will now be referred to as the Common Qualifications and Competencies. Katrina Scott BCC-HPCC represented APC on the National Academy of Sciences, Engineering and Medicine Roundtable on Quality Care for People with Serious Illness and APC continues to have representation on the National Coalition for Hospice and Palliative Care including their various committees and taskforces.

Finance
The audit for the fiscal year ending October 31, 2016, was completed with no concerns from the auditors.

Marketing and Communications
APC increased social media activity, with more frequent posts to Facebook and LinkedIn. The APC Twitter account (@APC_Forum) has 592 followers. The APC Facebook group has 2,016 members and the LinkedIn APC group has 726 members. All social media outlets have increased their following by 20%. More than 3,000 tweets were sent this year. Three Front Porch Chats were developed this year.

The APC Annual Conference attracted 575 attendees for 4 days of learning, networking and fellowship.

The newly certified chaplains Class of 2015-2016 gathered for a group photo prior to the Grand Banquet where they walked across the stage, received their certificate and celebrated with conference attendees.
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Nominating Committee Chair

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2016 Conference Planning Committee
board liaison

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Committee Chair, Joint Research Council
board liaison

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Director, Finance Committee member,
Quality Committee member

Rev. Jana Troutman-Miller MA BCC
Director, Professional Ethics Chair,
Quality Committee member, 2017
Conference Planning Committee board
liaison

Patricia F. Appelhans JD
Ex-officio Member, Chief Executive
Officer

Members of the 2015-2016 APC board: First row: Jan McCormack, Jana Troutman-Miller, Margie Atkinson, Kimberly Murman, Martha Rucker. Back row: Jon Overvold, Joe Perez, Mark LaRocca-Pitts, Ron Oliver, Jeff Garland, John Simon, Pat Appelhans, Floyd O’Bryan, Jeff Murphy.

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Certification Coordinator

Beth Stalec
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Administrative Coordinator

Julie Strozza
Certification Coordinator
With the generous support of our donors, APC promotes quality chaplaincy care of all persons in need by developing continuing education to strengthen professional excellence, establishing standards for board certification and professional practice, and providing essential information, knowledge and resources to chaplaincy professionals and institutions in which they serve.

Chaplain Refat Abukhdeir BCC
Chaplain Nancy Adams BCC
Advocate Health Care
Chaplain Clark Aist RBC
Chaplain Agusteen Annam BCC
Ms. Patricia Appelhans
Mr. Joseph Archie
Rev. Oladele Arowolo
Rev. Abigail Atkins
Dr. Mary-Margaret Atkinson BCC
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Rev. Edco Bailey RBC
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Rev. Walter Balk BCC
Chaplain Royce Ballard BCC
Chaplain Melba Banks BCC
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Chaplain Pedro Martinez
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November 1, 2015 - October 31, 2016

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In Honor of
In Honor of Darryl Owens - Rev. Valerie Storms BCC
The mission of the Association of Professional Chaplains is to promote quality chaplaincy care through advocacy, education, professional standards and service to our members.

**Values**
- Dignity and worth of all persons.
- Faith as an essential dimension of wholeness.
- Chaplaincy care of persons, communities, organizations and systems.
- Inclusivity and diversity.
- Justice and equality for all.
- Professional competency and ethical practice.

**Vision**
- Strengthen the multi-faith and multicultural professional competency of chaplains.
- Empower chaplains to demonstrate quality outcomes to those whom they serve.
- Demonstrate the distinctive value of professional chaplaincy, which can be understood by external stakeholders.
- Collaborate with accrediting and hiring institutions, as well as other organizations with which we have a common interest, in order to promote professional chaplaincy.

**Mission Fulfillment: Financial Overview of APC and BCCI Activities**

**APC & BCCI Support and Revenue**

<table>
<thead>
<tr>
<th>Category</th>
<th>Revenue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member dues</td>
<td>$571,941</td>
<td>31%</td>
</tr>
<tr>
<td>Certification maintenance</td>
<td>$548,543</td>
<td>32%</td>
</tr>
<tr>
<td>Conferences</td>
<td>$315,076</td>
<td>20%</td>
</tr>
<tr>
<td>Contributions</td>
<td>$53,201</td>
<td>3%</td>
</tr>
<tr>
<td>BCCI Application fees</td>
<td>$104,570</td>
<td>5%</td>
</tr>
<tr>
<td>Communication and publications</td>
<td>$81,527</td>
<td>4%</td>
</tr>
<tr>
<td>Education</td>
<td>$108,460</td>
<td>6%</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>$21,542</td>
<td>2%</td>
</tr>
<tr>
<td>Realized gain on investments</td>
<td>$(26,261)</td>
<td>0%</td>
</tr>
<tr>
<td>Unrealized loss on investments</td>
<td>$10,500</td>
<td>-2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,789,099</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

**APC & BCCI Expenses**

<table>
<thead>
<tr>
<th>Category</th>
<th>Expenses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$1,292,685</td>
<td>72%</td>
</tr>
<tr>
<td>General &amp; administrative</td>
<td>$493,431</td>
<td>27%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$17,898</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,804,014</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

The data shown in the charts is taken from the appropriate line items in the audited financial statements.