

2024 ANNUAL REPORT

Looking Beyond the Conventional

It's been a momentous year for the APA in 2024. The theme for the 2025 Annual Conference, "Moving into the Future," is also fitting for the year we've just concluded. Our long-time Executive Director, Shirley Knox, retired after last year's conference, and even though we were aware of how much Shirley did, it always seems to be the case that one doesn't know everything someone does in an organization until they leave. However, we were lucky enough to have an outstanding former staff member, Minda Weldon, return to take up the reins, step in, and work tirelessly to fill in the gaps. She and all the APA staff have done an excellent job behind the scenes to keep the Board, committees, and myself on track.

Since we were starting afresh with a new Director and were facing updated regulations in the federal legal and financial landscape, we undertook some needed changes. We engaged a new accountant with more experience in dealing with non-profits, and we adapted our relationships with the chapters to ensure they maintain non-profit status. We also went through our strategic plan to update it and focus our efforts to help us in moving forward. We're going to be changing our website, both its user interface and back-end, to make it more accessible and functional.

In addition, we've continued to see our membership become more national in composition and the ranks of APAC-BE Certificants rise. Neither is happening at breakneck speed yet, but the trends are there. The APA Board voted to commit resources to assist APAC in getting accreditation for the APAC-BE exam, and we've also started to craft measures to stay apprised of developments and proposed legislation impacting accessibility so we can weigh in with a response as an organization.

It's been a busy year, but we've spent the time laying some strong foundations, so we are better equipped to move into the future. Please stay involved and spread the word about the APA to your colleagues. It's an organization where people like us have the chance to make a difference!

Charles Watt,
President



APA VISION

A national association of professionals with knowledge and expertise in pursuit of compliance with accessibility regulations related to the built and physical environment.

APA MISSION

- Support membership needs
- Support organizational growth and recognition
- Enhance professional development
- Promote services provided by our members
- Hold our members to high standards of professionalism and ethics
- Participate in the development, interpretation, and adoption of accessibility regulations
- Promote the value of certified accessibility professionals

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2024-2025 STRATEGIC PLAN

APA vision and mission will be achieved by focusing the efforts of our Board, committees, and membership on the following objectives:

- 1. **Support membership needs**
 - a. Strengthen existing member benefits through technical forums, website, job postings, product information, and industry partnerships
 - b. Explore additional member benefits
 - c. Encourage active participation by all APA members through networking, mentoring, and social activities
- 2. **Support organizational growth and recognition**
 - a. Promote the national presence of APA
 - b. Create state/regional chapters
 - c. Grow and support existing chapters
- 3. **Enhance professional development**
 - a. Provide accredited continuing education training
 - b. Encourage APA professional certification
 - c. Develop best practices manual
- 4. **Promote services provided by our members**
 - a. Promote further use of graphics standards including the use of the APA logo on business cards and on email signature blocks
 - b. Utilize website, trade shows, forums, and social media

- 5. **Hold our members to high standards of professionalism and ethics**
 - a. Promote the APA ethics policy
- 6. **Participate in the development, interpretation, and adoption of accessibility regulations**
 - a. Maintain a strong relationship with state and federal jurisdictional authorities as well as codes and standards promulgators
 - b. Monitor comment periods and provide input on development of accessibility codes and standards, and hearings as appropriate
 - c. Promote the appointment of APA members to code review boards (ICC, Access Board, AB Advisory, ICC A117.1)
- 7. **Promote the value of certified accessibility professionals**
 - a. Educate public policy makers to seek out and consider the opinions of APA members on key issues affecting accessibility as appropriate
 - b. Educate members of allied organizations, civic groups, building industry, and commercial real estate industry about the regulatory requirements for accessibility in the built and physical environment
 - c. Encourage the industry to adopt the APAC certification as the standard for overall accessibility knowledge in the built environment

Revenue	2024 Actual	2025 Budget	Balance Sheet as of 12/31/2024
Training Revenue	\$143,156.00	\$129,450.00	Total Current Assets \$423,649.25
Membership Dues	\$73,040.00	\$78,660.00	
Advertising/Sponsorships	\$1,775.00	\$2,700.00	Total Current Liabilities \$84,786.00
J. Boyce Scholarship Donations	\$6,273.91	\$4,500.00	
Total Revenue	\$224,244.91	\$215,310.00	Total Equity \$338,863.25
Expenses			
Professional Management	\$92,049.00	\$101,733.00	Jim Boyce Scholarship Fund \$10,193.96
Non-Personnel	\$18,533.59	\$26,585.00	
Committee	\$1,000.49	\$6,200.00	
Training	\$50,281.24	\$63,829.00	
J. Boyce Scholarship Awards	\$4,000.00	\$4,000.00	
Grant to APAC	\$16,000.00	\$0.00	
Total Expenses	\$181,864.32	\$202,347.00	

2024 CHAPTER/COMMITTEE ACCOMPLISHMENTS

BOARD OF DIRECTORS

- On behalf of the Accessibility Professionals Association members, the Board guides the organization to fulfill its mission while operating within the approved budget and achieving desired results within approved budgets.
- Selected a new membership management platform that will deliver additional member benefits via a modern web interface beginning in spring 2025
 - Updated the APA logo
 - Transitioned to a new executive director and management
 - Clarified and documented the role, responsibilities, and support of chapters
 - Provided continuing support to the APAC Program, including a grant to support accreditation
 - Continued operational and budget oversight
 - Provided board liaisons to each APA committee, chapter, and the APAC Program
 - Continued to support and develop the Jim Boyce Memorial Scholarship Fund
 - Utilized legal reviews and insurance coverage as needed to protect the organization
 - Investigated options to expand our services to members and increase our revenue
 - Submitted formal comments to the Federal Emergency Management Agency (as a signer on ICC’s letter), to the US Department of Housing and Urban Development, and to the US Access Board

COMMUNICATIONS & MEMBERSHIP

- Enhances APA’s visibility and membership by effectively managing communications, promoting the organization to the industry, and fostering member engagement through targeted outreach and retention strategies.
- Provided articles for the APA newsletter
 - Recommended updates for the APA logo to improve accessibility
 - Reviewed and provided feedback on ways to improve the joining process, added an accessibility statement to the APA home page, brainstormed ways to address the data scraping of our member directory, and compiled a list of desired features for a new member forum
 - Provided the APA Education & Events Committee with suggestions to improve the networking experience at the APA National Conference
 - Welcomed more than 51 new members from 19 states and Saudi Arabia

EDUCATION & EVENTS

- Advances accessibility in the built environment by providing diverse continuing education opportunities, nationally and locally, to equip professionals with the knowledge and skills needed to address challenges.
- Provided approximately 5,200 hours of APAC, ACTCP, AIA, ICC, and TDLR of CE/LU credit
 - Hosted the 2024 APA National Conference with 183 in attendance, conducted two 8-hour webinars with 66 in attendance, and planned the 2025 APA National Conference
 - Provided support to the RMC and TXC chapters by assisting with their webinars
 - Contributed to the success of the APA Lunch & Learn program
 - Developed a webinar group discount policy

EXPANSION & MARKETING

- Recruits new members from across the United States, builds new chapters, and supports existing chapters.
- Revised the Chapter Policy in collaboration with chapter leaders
 - Represented APA at the ADA Symposium
 - Targeted additional chapter areas to explore in 2025

JIM BOYCE MEMORIAL SCHOLARSHIP

- Supports aspiring professionals in the field of accessibility in the built environment by providing scholarships to eligible students.
- Raised \$3,000+ through a raffle at the conference
 - Piloted raffle ticket presales during conference registration
 - Reviewed 55 applications
 - Awarded two \$2,000 scholarships

LEGISLATIVE & LEGAL STANDARDS

- Interfaces with Federal, State, and other regulatory agencies to further accessibility codes and standards.
- Secured APA as a signer on ICC’s letter urging FEMA to ensure that accessibility is built into the Agency’s federally funded recovery efforts and encourage the adoption of the International Plumbing Code (IPC), which integrates the A117.1 accessibility requirements
 - Solicited member input and submitted comments to the U.S. Department of Housing and Urban Development regarding the rulemaking and proposed changes to Section 504 of the Rehabilitation Act of 1973

- Solicited member input and submitted comments to the U.S. Access Board regarding the proposed rule for Electric Vehicle Charging Stations

ROCKY MOUNTAIN CHAPTER

Offers CE training on a variety of topics related to accessibility in Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming, and surrounding states. The RMC welcomes APA members from the entire West Coast.

- Provided two continuing education webinars
- Hosted four roundtable discussions
- Provided guidance and feedback on the revised APA Chapter Policy
- Grew membership and welcomed members from 13 states

TECHNICAL STANDARDS

Assists accessibility professionals in navigating the various accessibility requirements and develops position papers on complex topics.

- Weighed in on APA signing letters supporting accessibility provisions within FEMA's recovery program and comments to the US Access Board regarding EV charging stations
- Developed a white paper template
- Facilitated a Tech Talk at the 2024 National Conference

TEXAS CHAPTER

Covers the state of Texas and offers training on a variety of topics on accessibility relevant to individuals working in Texas and advocates on behalf of our Texas Chapter members by maintaining close communication with licensing agencies.

- Hosted a chapter dinner and contributed a Texas-themed gift basket to the JBMS raffle at the 2024 APA Conference
- Provided a free information session with the Texas Department of Licensing and Regulation (TDLR), a webinar, and a roundtable discussion
- Maintained communication with TDLR's Architectural Barriers section regarding important updates
- Provided guidance and feedback on the revised APA Chapter Policy
- Made suggestions for courses and requests to TDLR for Texas-specific training at the 2025 APA Conference
- Grew membership to more than 110 members

SAVE THE DATE! The next APA National Conference is January 21 - 23, 2026

Thank You: 2024 Board of Directors

Charles Watt, President
 Gene Boecker, President-Elect
 Walter Qualls, Secretary
 Sarah Strauch, Treasurer
 Mark Mazz, Board Member
 Sandra Miles, Board Member
 Jonathan Mueller, Board Member
 John Torkelson, Past President

Thank You: 2024 Committee Chairs

Natalie Crawford, Communications/Membership
 Angela Shapiro, Education/Events
 Jack McClellan, Expansion/Marketing
 Meghan Simecek, Jim Boyce Memorial Scholarship
 John Torkelson, Legislative/Legal Standards
 Dana Barton, Rocky Mountain Chapter
 Kim Hooker, Technical Standards
 Stacey Brewer, Texas Chapter

Welcome: 2025 Board of Directors

Gene Boecker, President
 Walter Qualls, President-Elect
 Tom Ellis, Secretary
 Jonathan Mueller, Treasurer
 Mark Mazz, Board Member
 Sandra Miles, Board Member
 Sabrina Blackman, Board Member
 Charles Watt, Past President

Welcome: 2025 Committee Chairs

Natalie Crawford, Communications/Membership
 Angela Shapiro, Education/Events
 Jack McClellan, Expansion/Marketing
 Meghan Simecek, Jim Boyce Memorial Scholarship
 John Torkelson, Legislative/Legal Standards
 Ashley Pitts, Rocky Mountain Chapter
 Matt Lescher, Technical Standards
 Meghan Simecek, Texas Chapter



Certification–Built Environment

2024 APAC PROGRAM ACCOMPLISHMENTS



THANK YOU & WELCOME

2024 APAC Board of Directors

Matt Lescher, President
Kristi Avalos, President-Elect
Walter Qualls, Secretary
Carroll Pruitt, Treasurer
Jack McClellan, Board Member
Karen Braitmayer, Board Member
Scott Crawford and Mick Hintz, Public Member

2024/2025 APAC Committee Chairs

Robin Roberts, Exam and Item-Writing Committee
Robert Ronson, Appeals Committee

2025 APAC Board of Directors

Kristi Avalos, President
Jack McClellan, President-Elect
Walter Qualls, Secretary
Carroll Pruitt, Treasurer
Mick Hintz, Board Member
Rob Judd, Board Member
Katie Sorensen, Public Member
Matt Lescher, Past President

CONTACT INFORMATION

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APA CERTIFICATION PROGRAM

The APA Certification Exam in the Built Environment is the only national certification for accessibility professionals working in the built environment.

The APAC-BE exam is a legally defensible professional certification exam aligned to established and agreed-upon best practice standards for the accessibility industry. The APAC Program is designed to elevate professional standards, enhance individual performance, and designate those who demonstrate knowledge essential to ensuring accessibility. An individual who passes the APAC-BE exam will have demonstrated knowledge of the Federal Accessibility Requirements and the Model Codes and Standards and how each applies to the built environment. APAC-BEs will be able to interpret scoping requirements for any given facility.

2024 ACCOMPLISHMENTS:

- Began the process to become accredited
- Transitioned to a new executive director and management
- Welcomed more than 20 new certificants
- Received more than \$20,000 in grants
- Added the ADA Symposium as an in-person exam administration host
- Published the first exam revision
- Welcomed two Continuing Education Approved Providers
- Developed a prep course, to be administered in 2025
- Established a social media presence
- Provided multiple options for renewing APACs to gain CEUs through professional development activities and contributions to the profession
- Attended two professional conferences as an exhibitor