



# 2023 Annual Report



**North Carolina Association of Pharmacists**

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## Message from the Executive Director

Dear NCAP Member,

Throughout this report you will find a number of key strategic, financial and operating highlights for 2023. I hope you will take time to peruse this report. The story within is ‘your story’, as an NCAP member, and reflects what collectively ‘We’ have accomplished on behalf of the association and our profession.

Throughout 2023, we were focused on a number of important initiatives, including further strengthening the Association through strategic partnerships designed to foster member engagement, stimulate practice advancement, and bolster the well-being of the Association.

For the inset box:

“2023—A year devoted to strategic engagement. We are truly stronger together!”

Enjoy the report. It is provided in the spirit of transparency, regarding the health of our Association, and to help keep our members informed. I hope you feel a sense of pride after reviewing the content, and as always thank you for your membership.



# Governance

## Board of Directors

- **Ouitta Gatton**, President
- **Beth Caveness**, Secretary
- **Ryan Mills**, Treasurer
- **Katie Trotta**, Chair of Community Care
- **Jeff Reichard**, Chair of Health-Systems
- **Dave Phillips**, Chair of Chronic Care
- **Andy Warren**, Chair of Ambulatory Care
- **Anita Yang**, Chair of SPF
- **Madison Wilson**, Chair of NPF
- **Riley Bowers**, Director At-Large
- **Macary Marciniak**, Director At-Large
- **Elizabeth Locklear**, Director At-Large

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# Purpose



The North Carolina Association of Pharmacists, as the state organization representing the profession of pharmacy, is organized to unite, serve, and advance the profession of pharmacy for the benefit of society. The organization was formed on January 1, 2000, by the unification of the North Carolina Pharmaceutical Association (NCPhA), North Carolina Society of Health-System Pharmacists (NCSHP), North Carolina Chapter of the American Society of Consultant Pharmacists (NCASCP), and North Carolina Retail Pharmacy Association (NCRPA), to optimally serve and represent the profession of pharmacy.



# Vision & Mission

## Vision

- NCAP will be recognized as the essential organization representing pharmacy in North Carolina, fostering the advancement of pharmacy practice to improve the health of the people we serve.



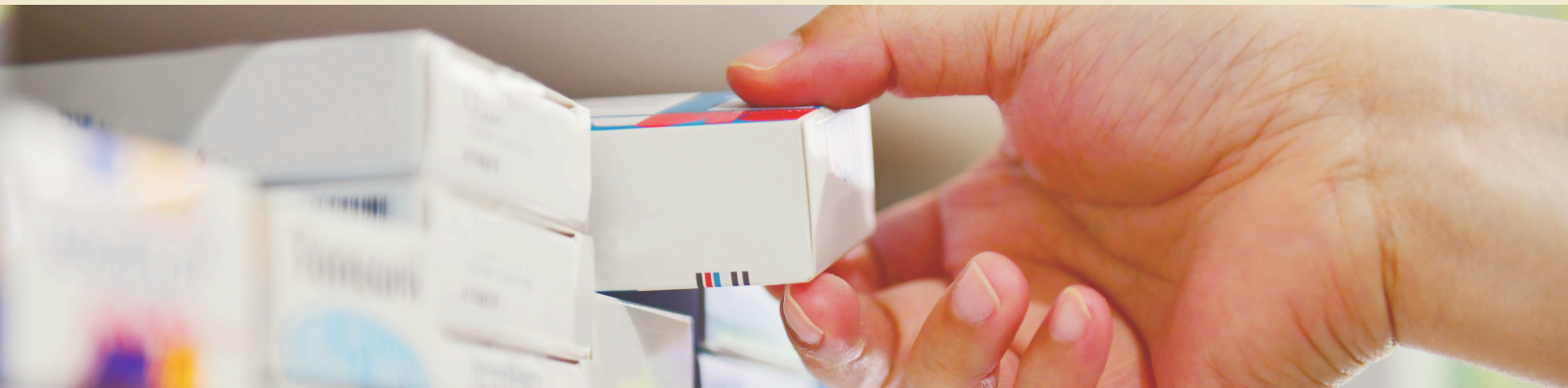
## Mission

- NCAP exists to unite, serve and advance the profession of pharmacy for the benefit of society.



# Vision Strategy

1. Present a unified voice for pharmacy on social, political, and economic issues.
2. Provide an Academy for the exchange of innovative ideas among pharmacists and collaborate with other healthcare providers to establish progressive health systems.
3. Optimize drug therapy for the people we serve.
4. Anticipate future information and professional developmental needs for pharmacy practice.
5. Strengthen relationships among pharmacy students, pharmacy practitioners, technicians, and other health professionals.



# Operating Principles

The undertakings of the Association are approved with the intent of fulfilling one or more of the following operational tenets, which provide a framework for accomplishing our mission, vision and purpose.

Creating value  
for our  
members

Building  
awareness  
about the  
Association,  
pharmacist,  
and  
technician  
roles.

Generating a  
voice for the  
profession.



# Legislative & Regulatory Summary

NCAP advocacy work in 2023 resembled the wild ride of a rollercoaster. NCAP had 5 priority issues for which we were attempting to run legislation: 1) PBM Reform; 2) Immunizations and preservation of PREP Act authorities; 3) Payment for pharmacist-provided healthcare services; 4) Modernization of Collaborative Practice Authority; and 5) Test and treat authority for pharmacists. Provisions for each of these issues were introduced at some point during the 2023 Long Session as either a stand-alone bill or inclusion as part of a larger healthcare bill. Rep. Wayne Sasser, pharmacist, was instrumental in helping introduce both the PBM and Immunization legislation. The NCAP Policy and Advocacy Committee was very active throughout the year. The Committee operated using sub-groups to plan our Pharmacy Legislative Day, that occurred April 19th in Raleigh, and in leading grassroots work on our bills throughout the year. NCAP lobbyists, Tony Solari and Debra Conrad, continued to operate as a mighty duo tirelessly representing our Association and profession.

# Legislative & Regulatory Summary

## Notable Activity on 2023 Bills

1

### Immunizations

When H654 Pharmacists/Vaccine Admin/Test and Treat, introduced in the House by Reps. Potts, Sasser, Cotham, and Pless got bogged down and could not get a hearing in the House Health Committee, Rep. Sasser worked to get the immunization provisions inserted into S206 and on May 3rd, the House passed S206 in a vote of 116-2. The Senate concurred with the House in a vote of 49-0 in favor of the bill; and Governor Cooper signed S206 into law on May 19, 2023 (SL 2023-15).

S206 did away with a statutory list of vaccines that pharmacists could give, and gives authority for pharmacists to administer any ACIP recommended immunization. It simplified previous law on childhood vaccinations that pharmacists can administer. It also allows qualified technicians to administer any vaccine a pharmacist can administer with pharmacist oversight.

# Legislative & Regulatory Summary

## Notable Activity on 2023 Bills

2

### PBM Reform

Rep. Sasser introduced H246 Revise Pharmacy Benefits Manager Provisions. The bill was passed by the House unanimously (114-0) on April 27, 2023. The bill crossed over to the Senate where it so no activity before the 2023 session ended. However, the bill remains alive for an opportunity to get it passed in the 2024 Short Session.

3

### Payment for Pharmacist-Provided Healthcare Services

We worked with Senator Hise on bill language that would require an amendment to the insurance laws that would require health plans to pay pharmacists for healthcare services they provide as long as those services are covered and are within a pharmacist's scope of practice. This provision was included in S597 and H125 as noted above.

# Legislative & Regulatory Summary

## Notable Activity on 2023 Bills

4

### Collaborative Practice Modernization

Senator Hise , and later in the 2023 session, Senator Sawrey, were the key legislators working to get our collaborative practice statute amended to expand utilization of collaborative practice. Senator Hise, along with Senator Krawiec, introduced S597 Pharmacists/Collaborative Practice early in the session. Later Senator Hise pulled S597 and inserted the provisions in a larger healthcare bill, H125.

Senators Hise and Sawrey were strong advocates for getting H125 passed in the Senate, but when the Senate version of H125 was sent back to the House, they did not concur, and the bill was sent to a Conference Committee to reach agreement. Late in the session, the Conferees could not reach agreement, and in order to get H125 passed, the pharmacy provisions were pulled. We were told by both Sen. Hise and Sawrey that they had another strategy for getting these provisions passed, but it would need to wait until the next session.

# Legislative & Regulatory Summary

## Notable Activity on 2023 Bills

### 5 Test and Treat Authority

Reps. Potts, Sasser, Cotham, and Pless included test and treat authority for pharmacists in H654 Pharmacists/Vaccine Admin/Test and Treat. However, the bill stalled due to certain House Health Committee Chairs not allowing our bill, as well as other bills, to get a hearing. Sen. Burgin expressed interest in running test and treat and said that he would try to find a piece of legislation to insert test and treat. This did not happen in 2023, but Sen. Burgin still indicating he is interested in getting test and treat authority for pharmacists for flu and possibly other respiratory-related infections.

# Summary of 2023



## Events



Featured engaging speakers, fun networking events, the Pharmacy Jeopardy State Championship, and the Residency Showcase.

Residencies traveled from all over the region to interact with potential residents and got to know the students.



The conference is where pharmacy leaders and innovators from all across North Carolina and surrounding states meet to share, inspire and network for 3 days full of robust continuing education sessions.



The conference is for pharmacists and pharmacy professionals who specialize in or want to learn more about the treatment of infectious diseases.



The NCAP New Practitioner Forum launched a professional development initiative focused on leadership. Leadership Buzz uses 'book-club-like' discussions facilitated by pharmacy leaders in the state

# A Stronger Fiscal Footing

As a member, you want to know the NCAP leadership and staff are being good stewards of your money, and that the leadership is tasked with carrying out the Association's business, while also ensuring financial stability. What does financial stability mean? For many, financial stability represents different things, but for our Association, stability means:

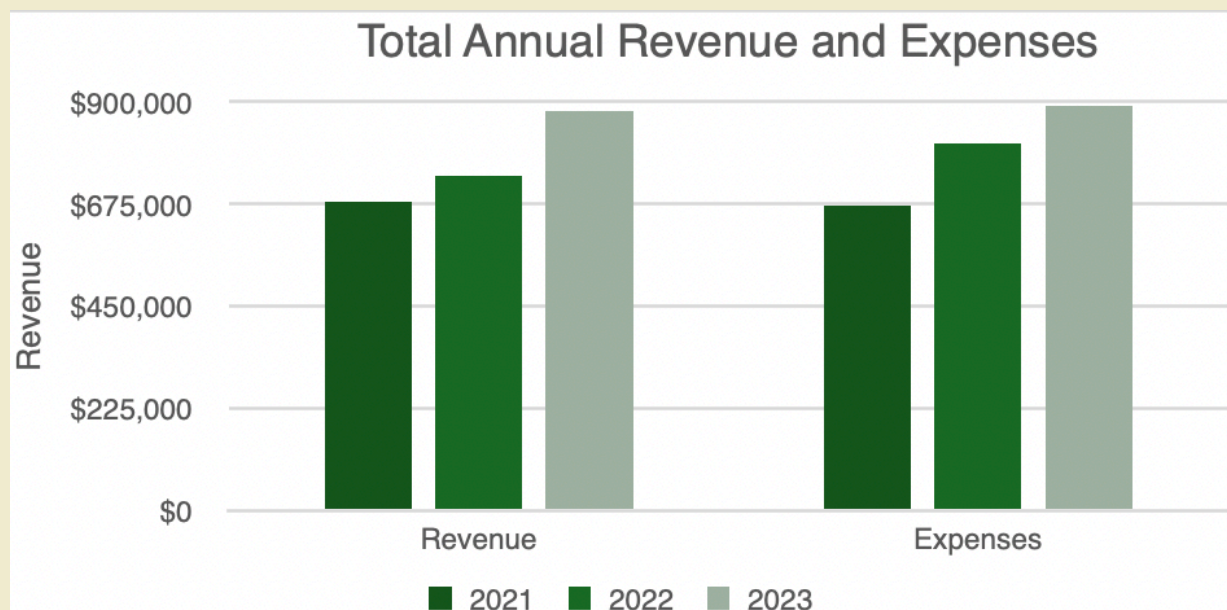
- A revenue-positive budget is established;
- By year-end, revenue has outpaced expenses; and the
- Association's savings, or reserves, amount to at least six months of operating expenses.





# A Stronger Fiscal Footing

In early 2023, the Board of Directors approved a relatively break-even budget. A net revenue of \$1,430 was projected, despite having just come out of 2022, one of the most challenging financial years for associations, nationwide. By year-end, NCAP's total expenses (\$892,101) exceeded total revenue (\$877,978) by \$14,123. However, ending in the red was not due to expenses. NCAP did not receive a \$50,000 grant anticipated to be paid during 2023 for work completed in 2023. Had we received these grant funds on time, we would have outperformed budgeted revenue by \$3,133 ( $\uparrow 0.3\%$ ). Meanwhile, actual expenses for 2023 beat the budgeted amount by \$31,214 ( $\downarrow 3.4\%$ ).







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# A Stronger Fiscal Footing

## Assets

As of year end, NCAP has assets totaling \$849,311.\* Within this total includes approximately \$4,855 in net property and equipment, \$16,434 in checking and approximately \$767,680 in savings and investments, capable of covering a projected time frame of ~12 months assuming no revenue coming in and no changes to current operations.

\*Note: Does not include the assets of the NCAP Endowment, which is a separate 501c(3) organization.

# A Stronger Fiscal Footing

## Key Expense Items as a Percentage of Total Expenses

<b>Expenses</b>		
<b>Description</b>	<b>Expense</b>	<b>% Total Expenses</b>
Salaries, Payroll Fees & Taxes	\$468,573	52.52%
Meetings, Other Education & Resources	\$58,251	17.79%
Rent	\$58,251	6.53%
Health Insurance & Retirement	\$55,955	6.27%
Legal, Accounting & Lobbyist	\$52,648	5.90%
Technology & IT Services	\$25,549	2.86%

## Key Revenue Items as a Percentage of Total Revenue

<b>Description</b>	<b>Revenue</b>	<b>% Total Revenue</b>
Grants	\$201,025	22.90%
Programs & Resources	\$179,079	20.40%
Membership	\$172,460	19.60%
Events	\$77,859	8.87%
Exhibits & Sponsors	\$76,107	8.67%
Partnership Endorsements	\$68,573	7.81%

# Academies & Forums

## Ambulatory Care Practice Forum

Data collected from a needs assessment survey at the end of 2022 highlighted that ambulatory care pharmacists want more virtual CE and more information regarding billing and NCAP membership benefits. With that in mind, the leadership team for NCAP's Ambulatory Care Academy focused on two primary goals for the year: one, the promotion of membership benefits including legislative push for Clinical Pharmacist Practitioner (CPP) regulations; and two, Medical Billing training, with the idea that virtual CE can be a good outlet for these initiatives. The Academy also contributed to convention planning and presentations, awards nominations and North Carolina Pharmacist Journal Publications.

A highlight for this group was the provisions around CPPs included in the Modernizing Collaborative Practice Bill. The Academy assisted in getting physician champions to support the bill and a letter writing campaign to legislators. They also prepared suggestions for the Board of Pharmacy to streamline protocol approval processes.


In preparation for more pharmacists to be able to bill for medical services, Allie Fay and Anne Warren hosted a Medical Billing 101 Workshop at the Annual Convention. This training was well received and covered basic terminology, steps to bill, as well as example cases for the community and outpatient setting.

# Academies & Forums

## Chronic Care Practice Forum

The Chronic Care Practice Academy has had a busy and productive year! The leadership team kicked off 2023 by preparing for the annual meeting held in June in Beaufort, NC. The educational sessions were fantastic with numerous offerings relevant to chronic care. Many have also been requested and offered as encore presentations over the past several months. Thank you to all the presenters, industry sponsors, and attendees who made the meeting a success! It was great seeing so many old and new faces, and the academy leadership team is already beginning to plan for 2024's annual meeting.

The remainder of the year has been spent finalizing the Academy's strategic plan for 2023-2025. The goals established by the leadership team focus on growing and shifting the Academy to be more relevant and impactful. Finally, the Academy saw a successful nomination campaign for future academy leaders.



# Academies & Forums

## Community Care Practice Forum

Throughout 2023, the Community Care Practice Academy conducted meetings and focused on strengthening engagement and educational content for community pharmacy personnel. This year the Academy's leadership spent time executing key growth, communication, and volunteer transition items in our strategic plan.

The first half of the year centered on orienting new members of the leadership team and assisting in the planning of the NCAP Annual Convention. The Community Care Practice Academy was proud to have submitted numerous topics and speakers showcased throughout an amazing 3-day coastal blockbuster event for NCAP. The second half of the year we have focused on bringing new webinar content to NCAP's lineup of stellar programming. The Academy also hosted several lunch-and-learn discussion sessions.


Successful action for the Academy hinges on strong strategy and in 2024 the Community Care Practice Academy will be working to update our strategic plan. Similarly, a subsection of our community practice members, the Independent Pharmacy Network, is currently at work on a network-level strategic plan to grow both its membership and to generate additional business opportunities and greater network value.

# Academies & Forums

## Health-System Practice Forum

This year the Health-Systems Practice Academy worked diligently in carrying out components of our strategic plan. The Academy added broader representation of hospitals and health systems to our election ballot this year. We successfully carried out a very robust health-systems pharmacy administration track at the NCAP Annual Convention. We launched a new NCAP-hosted monthly virtual hospital huddle. We sent representation to the ASHP policy week in D.C., and the Academy worked to strengthen the participation of health-system pharmacists in NCAP's legislative agenda. These are just some of the Academy's accomplishments this year.

Often individuals forget that the NCAP Health-Systems Practice Academy is the state affiliate for ASHP. This year our state was well represented in the ASHP House of Delegates. When this issue of the journal goes out, we should be in the middle of our next delegate election. Our leadership team encourages you to vote.



# Academies & Forums

## New Practitioner Practice Forum

One large focus of the New Practitioner Forum (NPF) this past year was ensuring there is representation of all regions within North Carolina. As a result, we have recruited NPF Leaders from each region of the state to best support networking and student mentorship. We have leveraged in-person opportunities to network with one another by hosting an NPF/SPF Social at the NCAP Annual Convention, and plan to make similar opportunities a priority moving forward. NPF continues to host our annual NCAP Leadership Buzz; a virtual book club opportunity that brings together new practitioners across North Carolina to read a selected set of books and then meet virtually to discuss. We have selected 4 books for the Fall 2023 - Spring 2024 year, two books will be focused on healthcare/patient care and the remaining 2 books will be leadership based. Dr. Scott Brewster, PharmD, BCACP, AAHIVP, 340B Program Manager at Atrium Health, kicked off our first session in October with the book, *Four Thousand Weeks: Time Management for Mortals* by Oliver Burkeman. NPF has also been working closely with the student pharmacists in the state, hosting our 2nd annual Emerging Leaders Certificate (ELC) program. Currently, 25 students, with representation in all 4 pharmacy schools, are set to complete the ELC. NPF leaders created a robust syllabus with pharmacy leaders across the state to speak at the 6 sessions for pharmacy students: 1) Definition of a Leader, 2) Lessons from Failure, 3) Professional Involvement, 4) Wellbeing and Resilience, 5) Branding Yourself, 6) Pathways to Pharmacy Administration.

# Academies & Forums

## Student Pharmacist Forum

Starting in the Fall 2022 year, SPF members were given the opportunity to participate in the first annual Emerging Leaders Certificate Program. This program aims to cultivate connections among student pharmacists, practicing leaders, and leadership residents. It encourages the development of leadership skills and fosters leadership growth for pharmacy students throughout the state of North Carolina via a series of discussion-based learning sessions. This event is available once again for the 2023 year.

Starting in the Fall 2023 semester, the Student Pharmacist Forum (SPF) and New Practitioner Forum (NPF) of NCAP joined forces to offer a mentorship program for student pharmacists. In this initiative, students are matched with pharmacists and residents from the NPF team.

In the course of our 2023 Flu Be Gone Week, organized by SPF leaders annually, student pharmacists played a vital role in educating patients on the significance of receiving the influenza vaccine. The efforts resulted in the successful vaccination of 603 patients throughout North Carolina. Additionally, students actively took part in NCAP's Annual Student Pharmacists Conference in October, contributing to its great success. SPF leaders led the Pharmacy Jeopardy Competition, engaging students from all four pharmacy schools in North Carolina. Subsequently, participants engaged in great informational sessions throughout the morning, while fourth-year students had the opportunity to partake in the afternoon Residency Showcase.



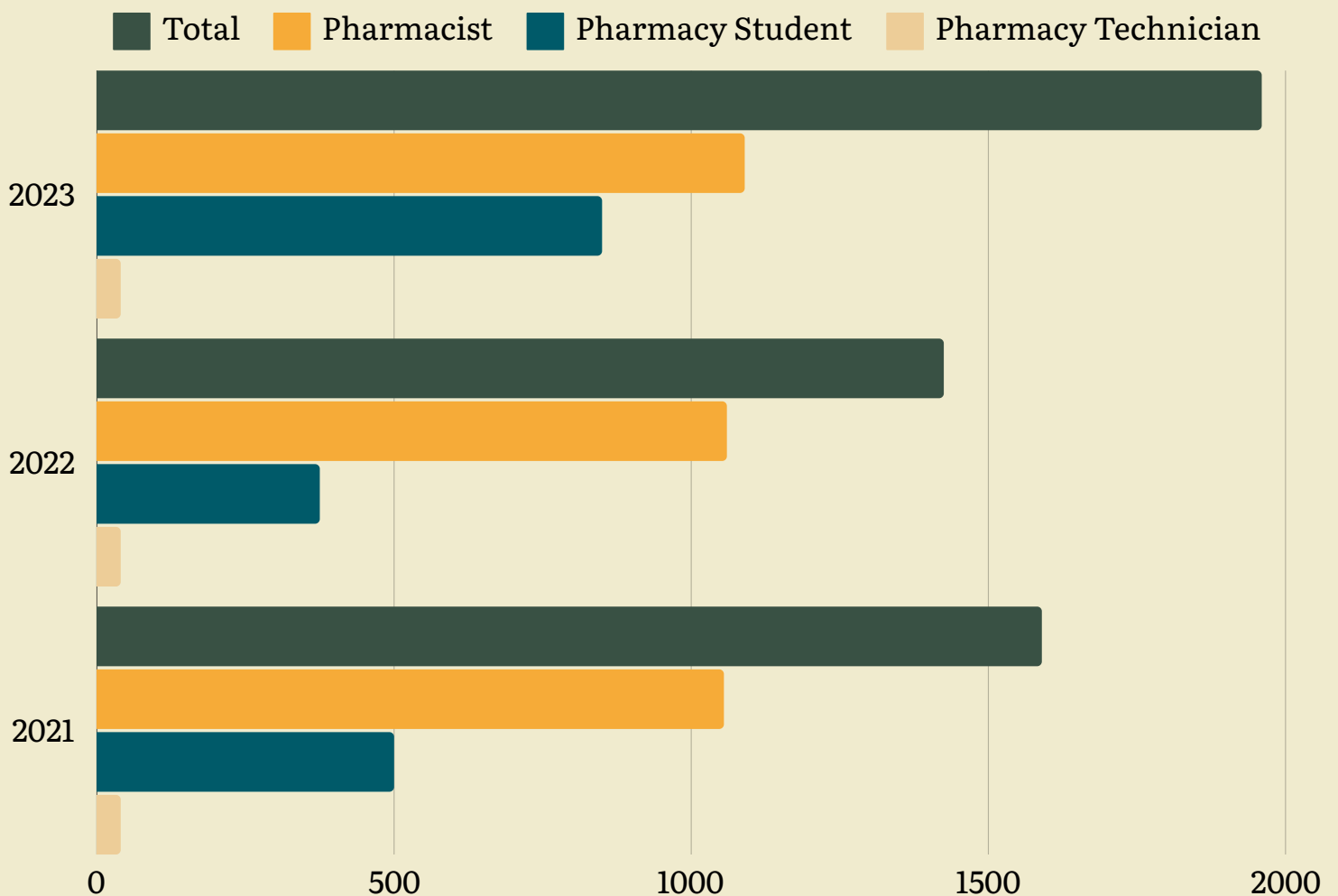
# Membership Makes a Difference

North Carolina Association of Pharmacists (NCAP) represents the profession of pharmacy. As a member association, we exist to serve our members. Your elected Board of Directors and the Executive Director ensure that your membership dues are used to carry out our mission and vision. Each member is like a cog on a wheel helping us efficiently and effectively turn the wheels of progress.



# Membership Makes a Difference

## Membership Trends



# NCAP 2023 Award Recipients

**Ouita Gatton**, President's Award

**Bob Granko**, NCPA and McKessen Leadership Awards

**Carrie Baker**, President's Service Award

**Jon Easter**, President's Service Award

**Jeff Reichard**, ASHP Leadership Award

**Ritesh Patel**, Bowl of Hygeia Award

**Amber Lussier**, Dale Jones Memorial Award

**Anna Pfeiffer**, Distinguished Young Pharmacist Award

**Bobby Rawls**, Don Blanton Memorial Award

**Cornelius Toliver**, Excellence in Innovation Award

**Kaysey Manista**, Student Pharmacist of the Year

**Kathy Rose**, Pharmacy Technician of the Year

**Michelle Champlin**, Pharmacy Technician of the Year

**Glenn Herrington**, Ambulatory Care Pharmacist of the Year

**Janine Bailey**, Chronic Care Pharmacists of the Year

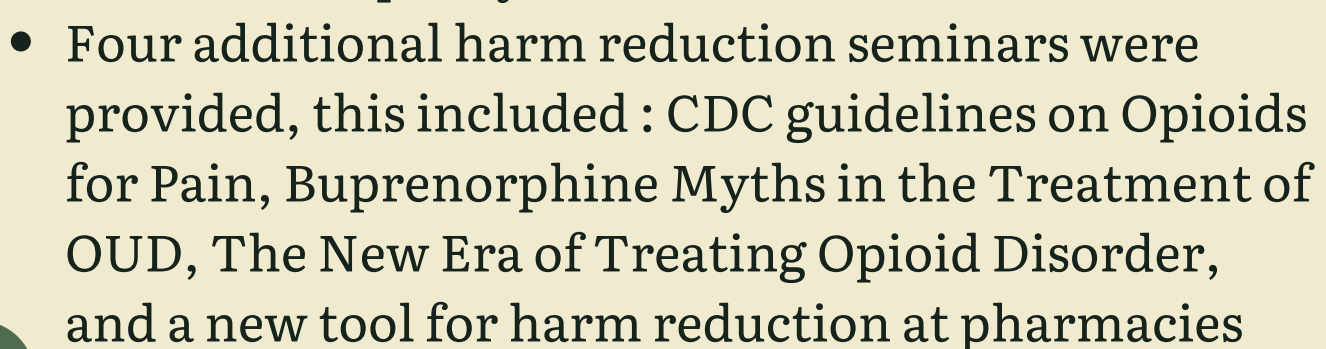
**Rachel Selinger**, Community Care Pharmacist of the Year

**Stephen Eckel**, Health-Systems Pharmacist of the Year



# Focus on Practice Advancement

## Summary of Everything that Occurred in 2023

- NC pharmacy locator website was launched
  - Six students completed the opioid stewardship APPE elective with pharmacies across NC
  - NCAP's 16 hour accredited OUD training for pharmacists transitioned to a new 8 hour DEA MATE Act accredited for all healthcare disciplines
  - Collaboration with Dr. Fagan of the Governor's Institute provided podcast addressing barriers and solutions to buprenorphine access and expanding treatment capacity
  - Four additional harm reduction seminars were provided, this included : CDC guidelines on Opioids for Pain, Buprenorphine Myths in the Treatment of OUD, The New Era of Treating Opioid Disorder, and a new tool for harm reduction at pharmacies
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# Focus on Practice Advancement

## It Takes a Village

“It takes a Village” is an idiom that means many people are needed to achieve a goal. At NCAP, we fully recognize the role others play in the success of our initiatives and we are most appreciative of the help we receive from students. They are the drivers helping to forge many of our projects over the finish line, and we are indebted to their service.





# Focus on Practice Advancement

## Coming in 2024

- 1 Medicaid Enrollment & Billing Resource
- 2 Pharmacy & Pharmacy Services Locator App
- 3 MATE Act of 2023 Compliant MOUD Training
- 4 Updated Immunization Toolkit  
NC PBM Statute Finder

# Continuing Education

One of the member benefits is access to discounted or free continuing education. NCAP provides live programming, and on demand webinars, as well as certificate programs. Furthermore, NCAP accredits continuing education programs for our partners using NC-CE, which is recognized by the NC Board of Pharmacy.

- # Workshops Provided
- **52** Live ACPE CE Hours
- # Free On-Demand Webinars
- # ACPE Program Hours Accredited
- # On-Demand CE Hours Provided
- # NC-CE Program Hours Accredited
- # NC-CE Accredited Programs
- # Partners Using NC-CE

# NCAP Communications

One of the member benefits is access to discounted or free continuing education. NCAP provides live programming, and on demand webinars, as well as certificate programs. Furthermore, NCAP accredits continuing education programs for our partners using NC-CE, which is recognized by the NC Board of Pharmacy. NC-CE is another service the association provides which helps hold down program registration fees for pharmacists and technicians across our state.





# NCAP Communications

## Our Journal: The North Carolina Pharmacist

In 2023, Editor-in-Chief, Tina Thornhill continued to work with NCAP staff to produce quarterly journal. The North Carolina Pharmacist is peer reviewed and was supported, in 2023, by the editorial board listed. The journal contains current and member-relevant information.

### Editorial Board:

Anna Armstrong

Jamie Brown

Lisa Dinkins

Jean Douglas

Brock Harris

Amy Holmes

John Kessler

Angela Livingood

Bill Taylor

# NCAP Communications

## NCAP Newsletters

In 2023 we enhanced our communication with members by changing from our monthly news letter and periodic news letter to producing weekly news. This change has been well received by members given that the information is more timely and relevant.



# NCAP Communications

## NCAP Social Media

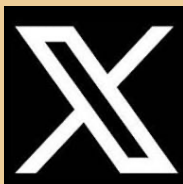
One of the NCAP goals is to ensure sustainability and relevance of the association through communication and outreach. This is being done by maintaining a diverse social media committee via utilization of social media software to manage and access reach for social media posts. Based off the information retrieved from the social media software the data shows consistent communication with the community. Below displays summary of our social media presence.



**214 Posts + 3200 Followers**



**191 Posts + 848 Followers**



**192 Posts + 3406 Followers**



**201 Posts + 757 Followers**

# NCAP 2023 Staff

**Penny Shelton**

Executive Director

**Cheryl Viracola**

Director of Practice

Advancement

**Teresa Reavis**

Director of

Administrative

Services



**Angie Broughton**

Event Coordinator

**Rhonda Horner-**

**Davis**

Communications &

Marketing Director

**Grant Ell**

Webmaster/Data

Specialist

**Jennifer Plair**

NCAP Executive

Fellow