



COLORADO  
PHARMACISTS  
SOCIETY

# 2024 – 2025 ANNUAL REPORT

COLORADO PHARMACISTS SOCIETY

ONE SOCIETY | ONE VOICE



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www.copharm.org



## Mission

The Colorado Pharmacists Society promotes, develops, and advances the profession of pharmacy to optimize patient care and public health.

## Vision

Lead the advancement of the pharmacy profession through an innovative and collaborative approach to provide essential care to Coloradans



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# PRESIDENT'S MESSAGE

As the 2024–2025 President of CPS, I'm honored to reflect on the meaningful strides we've taken together this year and to thank you for your ongoing dedication to our profession and our community.

This year, we placed a strong emphasis on building lasting infrastructure within CPS—developing systems and processes that ensure knowledge and initiatives are preserved and passed on. This work has laid a foundation for long-term success and continuity across leadership transitions.

We also focused on deepening member engagement by organizing creative and inclusive social events across the state. These gatherings have helped foster genuine connections among pharmacists, technicians, and students, and have strengthened our professional network in a relaxed, welcoming environment.

Our commitment to advocating for better working conditions remained a top priority. We continued to elevate the voices of pharmacy professionals and push for improvements that support well-being, safety, and sustainability in all practice settings.



*Sarah Bow, CPS President*

Our partnership with and the active participation of pharmacy students from both Regis University and the University of Colorado was a highlight of this year. Thank you for the support of their Deans. Student enthusiasm and involvement have been truly inspiring. We're committed to nurturing these relationships and ensuring students remain an integral part of our society as they grow into future leaders.

From our seasonal conferences to our monthly networking events, CPS has continued to offer meaningful opportunities for learning, collaboration, networking and celebration. Our Annual Meeting in Glenwood Springs welcomed a record number of first-time attendees, and we look forward to building on that momentum.

CPS continues to stand as One Society, One Voice for pharmacy professionals across Colorado. Thank you for the opportunity to serve as your President this year—it's been a privilege to lead alongside such a passionate and dedicated community.

*- Sarah*



# EXECUTIVE DIRECTOR'S MESSAGE

Hello again after another year at lightning speed!

As we close out an incredible year at CPS, I am proud to share a few things. We had a financially strong year with remarkable revenue growth proving that our work matters to Colorado's pharmacy community. We strengthened commitment to our professional workforce, hosting two inspiring workplace conditions summits. We held 2 very successful educational conferences, and many networking events that brought together our Colorado Pharmacy Family to learn, share, and grow together.

Our advocacy efforts continued to shine — as always, CPS was on the front lines protecting our profession and championing patient care. We continue to lead the nation in the authorities we have to govern our practice in Colorado.

A special thank you to our President, Sarah Bow, whose leadership was both steady and brought us foundational change to our infrastructure, which was much needed by the Society. I am deeply grateful to our talented account manager, Caitlyn Sharrick, our practice



*Emily Zadvorny,*  
*CPS Executive Director*

advancement lead Jessica Angleson, our tireless contract lobbyists Meridian Public Affairs, and most importantly, our amazing volunteers. Whether you are in a leadership position in an Academy/Committee/Taskforce, or support our efforts through your steady membership, you are the heart and soul of CPS.

Above all, my gratitude in interacting with all of you is immense, and I wouldn't want it any other way (read: AI still scares me, but I'm learning it for you!). My "door" is always open. Please soak up everything in this report that reflects all the work and momentum. We can't wait to carry this year's energy into 2025-26 with even bigger wins, deeper connections, and a stronger pharmacy profession for Colorado. As always, I am humbled and grateful to lead this nationally recognized state Society, and I thank you for your trust.

- Emily



# ACADEMY REPORTS

## **Academy of Health-System Pharmacists (AHP)**

The Colorado Pharmacists Society Academy of Health-System Pharmacists (CPS-AHP), the state affiliate of the American Society of Health-System Pharmacists (ASHP), was re-affiliated for another five years and recognized as a star example of ASHP affiliation. The Academy represents healthcare professionals in both acute and ambulatory settings, including pharmacists, student pharmacists, and pharmacy technicians, under the leadership of Chair Ali Singer.

CPS-AHP provides delegates to ASHP's annual House of Delegates (HOD), with the 2025-26 Colorado delegation including Senior Delegate Clint Hinman, PharmD, MPH, FACHE; Junior Delegate Lance Ray, PharmD, BCPS; Sophomore Delegate Bridger Singer, PharmD, BCPS, BCCCP; and Alternate Delegate Ashley Ramp, PharmD. The Academy extends appreciation to outgoing Senior Delegate Tara Vlasimsky, PharmD, BCPS, BCACP, FASHP, for her service.

This year, CPS-AHP focused on collecting input and raising awareness for the Practice Advancement Initiative (PAI) 2030 across Colorado, with the Chair-Elect leading efforts in January 2025 through the CPS newsletter, email outreach, and social media campaigns. The Academy continues to collaborate with ASHP to measure statewide results and remains committed to advancing diversity, equity, and inclusion in pharmacy. Engagement extended to student society leadership from CU and Regis, who were invited to share perspectives during Academy meetings. CPS-AHP also advocates for continued support of the Residency Conference of the Rockies, promoting attendance for networking and recruitment, and partners with other CPS Academies, students, technicians, and pharmacists in community service, networking, and educational offerings. In addition, the Academy supported promotional efforts for other CPS events, legislative initiatives through CPS and ASHP and robust discussions on advocacy "hot topics," with members actively contributing to ASHP HOD conferences and Colorado legislative priorities.

## **Academy of Community-Based Pharmacy**

No updates at this time; ACP took the year to recruit new leadership!





# ACADEMY REPORTS

## **Academy of Clinical Specialists**

The Academy of Clinical Specialists is comprised of pharmacists devoted to specialty roles across the healthcare landscape. Within the Academy, therapeutic areas are represented by Specialty Councils. To date, there are two councils, The Council of Psychiatric Pharmacists, and the Council of Pediatric Pharmacists. Each Council has its own leadership that informs and aligns with The Academy. The Council of Psychiatric Pharmacists, and the Council of Pediatric Pharmacists, had an exceptionally productive 2024–2025 year, completing the majority of its assigned charges and exceeding several goals

**Education & Development:** The Peds Council delivered four member-led CE sessions with another planned and hosted a pediatrics-focused webinar in May 2025. The Psychiatric Council launched its first Industry Series, featuring BMS and Otsuka programs, and contributed presentations at CPS Winter Meeting.

**Networking:** Membership growth far surpassed expectations—the Peds Council pursued a grassroots campaign and achieved nearly 500% above baseline members by April 2025. The Academy overall has more than doubled its membership since the previous year.

**Advocacy:** Peds Council members increased their presence in legislative efforts, with two members joining the CPS Legislative Committee and two others participating in Legislative Day for the first time. The Academy overall has increased their advocacy efforts and both the Peds and Psych Councils will pursue more legislative efforts going forward.

**Sustainability:** The Peds Council was joined by two student liaisons, one from each Colorado school of pharmacy. Work is underway to develop a mentorship program in collaboration with these liaisons. The Psych Council continued its successful work with student engagement through their student liaison position.

**Future Directions:** The Pediatric Council plans to expand statewide membership, create structured advocacy and mentorship programs, and increase educational offerings, including CE and industry dinners. The Psychiatric Council will continue quarterly Industry Series events, host a Psych Clinical Summit, offer more accredited CE, increase representation at CPS meetings, and pursue new partnerships, including with AAPP and PsychU, to enhance educational opportunities and professional engagement.

Overall, the Academy advanced CPS goals and set the stage for continued growth and engagement.



# ACADEMY REPORTS

## Academy of New Practitioners

The Academy of New Practitioners (ANP) had an active and engaging year, with programming focused on residency preparation, professional development, and community-building.

**Residency Showcase:** Feedback emphasized the importance of earlier promotion, with next year's event scheduled for the week of November 3, 2025. Adjustments include moving the date later to give students more preparation time, incorporating incentives such as co-curricular or course credit, and broadening the format into a comprehensive "Career Fair" highlighting residency, retail, hospital, and industry opportunities. Expanded in-person advertising at schools of pharmacy will support these efforts.

**Networking & Social Engagement:** ANP hosted a variety of events to strengthen member connections, including a September social with ASP, a winter candy bag initiative for local retail pharmacies, a February yoga event, and creative "Stitch and Social" and "Sweet and Socialize" gatherings co-hosted by the ANP board.

The Academy's efforts reflect its commitment to supporting new practitioners through meaningful programming, expanding career awareness, and building a sense of community across practice settings.





# ACADEMY REPORTS

## **Academy of Pharmacy Technicians**

The Academy of Pharmacy Technicians marked 2024–2025 as a year of meaningful growth and engagement.

### **Membership Growth**

Thanks to the creativity and dedication of the membership committee, the Academy saw a significant increase in technician membership. Members also collaborated with the American Association of Pharmacy Technicians by participating in their Annual Technician Convention, strengthening visibility and connections.

### **Community Building**

The Academy increased member engagement through regular meetings and hosted its first in-person Coffee Chat, with plans for more in the future. Feedback highlighted the value of creating a welcoming, connected technician community within CPS.

### **Career Longevity & Mentorship**

While still in development, the mentorship initiative gained momentum with strong member input, laying the groundwork for sustainable technician support and career growth.

### **Future Priorities (2025 and Beyond)**

- Launch a technician-focused mentorship program.
- Introduce micro-CE sessions at regular meetings.
- Bring back virtual CE events.
- Continue to prioritize technician-specific education and strengthen the Academy's sense of community.
- Keep asking: "What can the Academy of Pharmacy Technicians do for you?"

The Academy is poised to shift from a year of growth into a year of action, with clear plans to expand professional development, education, and engagement opportunities for pharmacy technicians statewide.

# ACADEMY REPORTS

## Academy of Student Pharmacists

The Academy of Student Pharmacists (ASP) continued to focus on retention, engagement, and well-being throughout 2024–2025, while expanding networking and advocacy opportunities.

### Goals & Priorities

ASP worked to retain student members beyond their P1 year, promote diversity, and collaborate with the Academy of New Practitioners (ANP) on networking opportunities. A strong emphasis was placed on student well-being through initiatives such as wellness challenges (steps, hydration, and self-care bingo).

### Events & Engagement

ASP organized and participated in a range of activities, including CPS Pints for Policy, CPS Day at the Capitol, Trivia Night, and April's Sip and Social. These events strengthened advocacy efforts, fostered community, and built connections across CPS.

### Looking Ahead

ASP will continue its focus on maintaining student engagement and membership, expanding wellness initiatives, and increasing networking events in partnership with ANP. Planned activities include wellness walks, social gatherings, and other student-centered opportunities to promote balance during school, work, and experiential rotations.

ASP demonstrated strong alignment with CPS's mission by fostering future leaders in pharmacy, advancing advocacy, and supporting student well-being.





2024-2025

# LEGISLATIVE COMMITTEE

Chair: Gina Moore

Co-Chair: Laura Rang

The Legislative Committee exceeded its recruitment goal, welcoming 19 new members (goal was 8). The committee successfully monitored legislation and policy recommendations to ensure pharmacy and pharmacist well-being remained central, and worked with lobbyists to develop a new policy defining the scope of CPS advocacy efforts. A Legislative Day Reception was held on February 12, 2025, marking the largest turnout to date.

Major legislative priorities included passing bills addressing Pharmacy Benefits Manager practices (HB25-1094), preserving access to rural independent pharmacies (HB25-1222), and the creation of a drug donation program (SB25-289). Other notable bills were SB25-032 (Naturopathic Doctor Requirements Formulary) and SB25-071 (Prohibit Restrictions on 340B Drugs).

You can see our year-end report and all bills and positions here:  
<https://www.copharm.org/advocacy-overview>



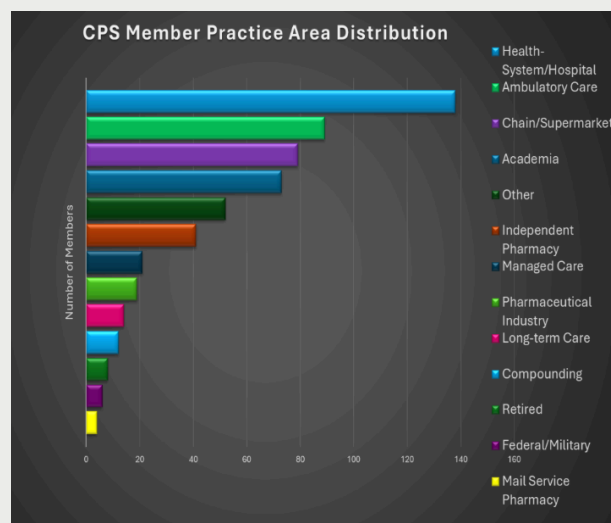
# MEMBERSHIP COMMITTEE

Co-Chairs:  
Jessica Angleson  
Lisa Nguyen

The Membership Committee includes pharmacists, technicians, and students from community, health-system, and academic practice. The group focused on strengthening engagement, visibility, and a sense of belonging across CPS throughout 2024–25.

## Membership Growth and Outreach

Through the October membership drive, consistent collaboration with the Communications Committee, and statewide outreach by Ambassadors and committee members, CPS achieved strong growth this year. Pharmacist membership increased from 423 to 453 (7 percent growth) and technician membership grew from 52 to 80 (54 percent growth). Overall membership rose 12 percent, surpassing the committee's 10 percent goal.



## Student Engagement

The committee partnered with the CPS Academy of Student Pharmacists and Academy of New Practitioners to support student engagement and retention. Members presented at both Colorado pharmacy schools (CU P1 and P3 classes, Regis P4 class) and conducted a fall student survey to better understand what motivates students to join and remain active in CPS.





# MEMBERSHIP COMMITTEE

Sip & Social Stats:  
12 events this year!  
>150 members attended

## Sip and Socials

Sip & Socials remained a central way to build community and combat workplace burnout. Twelve events brought together more than 150 participants throughout Colorado, with four held in collaboration with CPS Academies. New event styles included Soup & Social, Stitch & Social, and Hike & Happy Hour. Events were hosted in Denver/Boulder, Northern Colorado, Southern Colorado, Summit County, and the Western Slope.



## AMBASSADOR PROGRAM

The Ambassador Program continued to expand across Colorado, helping members connect locally and share CPS resources within their communities. Ambassadors hosted regional events and served as liaisons for member engagement in the following areas:

Southern Colorado – Jordan Reese, PharmD, BCPP

Northern Colorado – Brian Fox, PharmD, BCPS

Western Slope – Ali Singer, PharmD, MBA, BCPS

Eagle County – Lynn Flach, PharmD, BPCS (new in 2025)



# COMMUNICATIONS COMMITTEE

Co-Chairs:  
Sara Wettergreen and  
Kristin Holmes  
Intern: Hailey Murphy

The Communications Committee strengthened CPA's communication strategy by enhancing structure, consistency, and the use of data to guide how the organization connects with members. With support from a social media intern, the committee developed clear frameworks for communications planning and ensured a steady stream of engaging content, including member spotlights and key updates. The committee also performed a comprehensive review of the newsletter and social media analytics to better understand member reach and engagement. Additionally, a member survey provided insights on member communication preferences to inform communication strategy.

A major priority this year was strengthening collaboration across CPS committees. The Communications Committee supported the Workplace Conditions and Well-Being Taskforce by creating messaging for the Workplace Conditions and Well-Being Summit and providing ongoing strategic communications support. They also partnered with the Membership Committee to highlight the value of CPS membership through coordinated campaigns, such as the October membership drive and promotional swag initiatives. In addition the committee maintained the new member welcome email process to ensure timely outreach to new members. Collectively, these efforts have laid the strong foundation for more connected, effective communication between CPS and its members.



**Stephanie Quach**  
University of Colorado SOP  
PGY1 Community Resident

**Membership Spotlight**

**About Me**  
Stephanie was born and raised in Westminster, CO. After earning a Bachelor of Science in Biology at the University of Colorado at Denver, she continued into the Skaggs School of Pharmacy and Pharmaceutical Sciences. Stephanie was an intern at Lutheran Health throughout her entire curriculum and currently works with Denver Indian Health and Family Services as well as the CU Pharmacy at Sheridan Health Services as a community-based resident. Her professional goals are to improve healthcare accessibility to underserved communities as an ambulatory care pharmacist.

**What innovative service is your pharmacy doing right now?**  
I am currently doing my residency at Denver Indian Health and Family Services as we are working to get Omnipods available for our patients! It's a great alternative for patients who have to do multiple daily injections.

**Two Truths and a Lie**  
 I'll have never eaten at Olive Garden.  
 I'll have never broken a bone in my life.  
 I've completed a 1000 piece puzzle in one day.

**SOUTHERN COLORADO AMBASSADOR EVENT**

**Fuel & Iron Food Hall**  
400 S Union Ave, Pueblo, CO 81003

**Schedule of Events**  
 6:00-6:30pm  
CPS Overview and What's New  
 6:30-7:00pm  
CPS Town Hall: What's on your mind? How can CPS help you?  
 7:00-8:00pm  
Networking and Happy Hour

**RSVP**

REASONS TO JOIN CPS

**Top 5**

1. Networking
2. Continuing Education
3. Discounted Meetings
4. Advocacy
5. Stay up to date



# MEETINGS & EVENTS REPORT

## Winter Meeting Committee – 2025

### Committee Chair: Danielle Fixen

The Winter Meeting Committee delivered the largest Winter Meeting in CPS history, welcoming 115 attendees (72 pharmacists, 3 technicians, and 15 others) and securing strong industry support with 22 sponsors and exhibitors. The program featured a variety of CE topics, an added workshop, and engaging speakers, while also fostering a lively sense of community. With record attendance, expanded programming, and robust sponsorship, the committee set a new standard for the Winter Meeting's success.



## Annual Meeting Committee – 2025

### 2024–25 Chairs: Toral Patel, Jill Mullendore

### 2025–26 Chairs: Jen Biltoft, Lisa Nguyen

The Annual Meeting Committee organized the 2024 Annual Meeting and Residency Conference of the Rockies, held June 12–14 in Glenwood Springs under the theme Pharmacy Forward!. The committee developed CE topics and secured speakers, while also planning networking and social activities. Highlights of the meeting included sessions on well-being, innovations in pharmacy billing, and the CPS Workplace Conditions Report.

	Annual Meeting	Residency Conference
Registration	97	100
Attendance	93	99



## CE Webinars– 2025

CPS's quarterly (and bonus) webinars give members free access to timely CE, available live or on-demand. Recent topics included post-intubation sedation, legislative updates, CPD recertification, counterfeit medicine, and choosing happiness. Members are encouraged to get involved by suggesting topics, speaking, or serving as a Webinar Coordinator to help keep programming fresh and relevant.



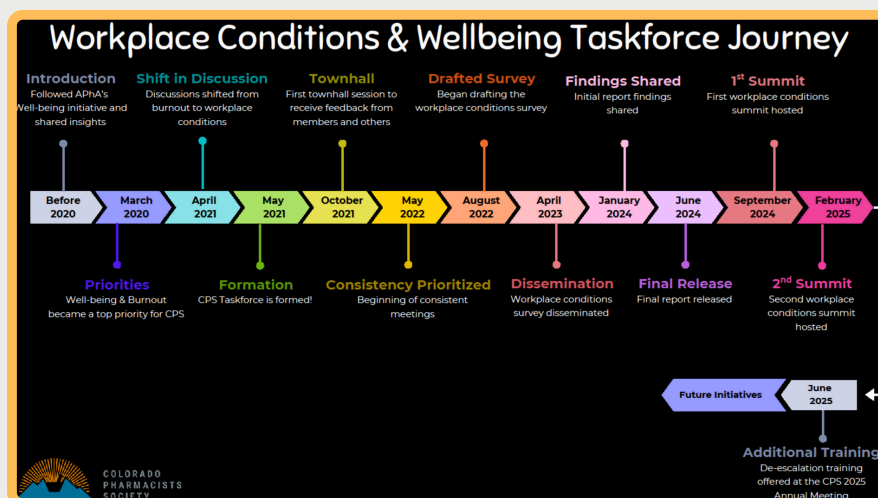
# WORKPLACE CONDITIONS & WELLBEING TASKFORCE

Co-Chairs:

Marta Brooks, Lesleigh Potter

The Taskforce made amazing strides this year hosting two summits. The first summit was held on September 30, 2024 (entitled the "Colorado Pharmacy Workplace Conditions And Wellbeing Summit") brought together over 60 individuals representing over 30 state and national entities. It focused on addressing challenges in the pharmacy profession and improving workplace conditions in Colorado and working towards solutions for the betterment of pharmacy practice and the patients we serve. The second summit (entitled: "Your Boss Thinks It's Better...Do You? A Summit to Advance Colorado's Frontline Pharmacist and Technician Voices") was held on February 27, 2025. This in-person gathering of Colorado pharmacy professionals was developed with the intent to drive attendance from those working on the frontlines with patients and provide an opportunity for frontline voices to have a safe space to gather and openly discuss not only challenges but also progress since the pandemic. Both summits were a great success and were truly groundbreaking in the nation.

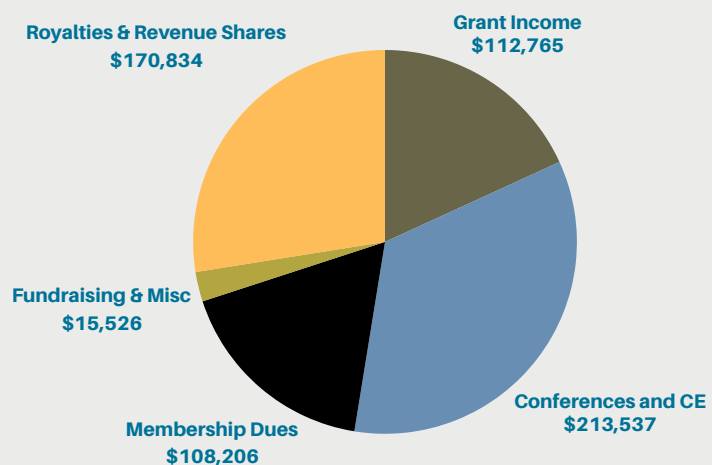
The Taskforce also continues to advance conversations on workforce well-being by delivering sessions at the Winter and Annual Meetings, with future themes focusing on operations/technology and training/best practices. Plans for the year ahead include launching semi-annual Workplace Conditions & Well-Being Forums, surveying Fall Summit attendees, and gathering best practices to feature in CPS newsletters. The group also continues collaboration with Schools of Pharmacy to support public relations efforts that highlight the profession.



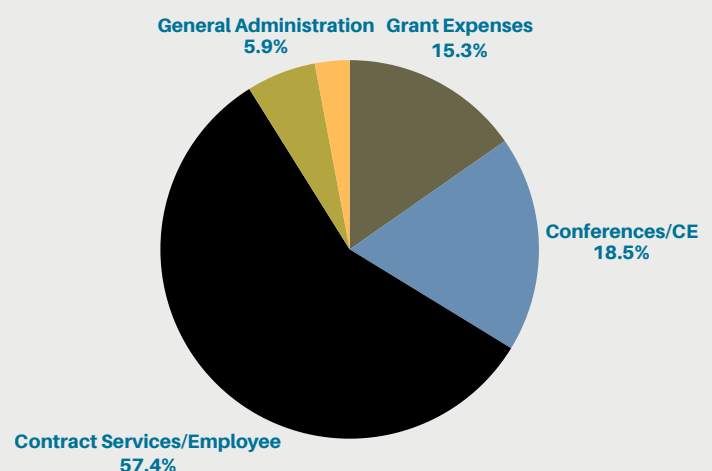


# FINANCIAL REPORT

The Finance Committee, which meets monthly and includes the Treasurer, President, President-Elect, Past President, and Executive Director, is responsible for maintaining accurate financial records, preparing statements for the Board, budgeting, and ensuring compliance with reporting requirements. The association remains in a strong financial position with approximately \$900,000 in assets, no liabilities, and full equity. However, the early termination of the CPS grant last week presents a challenge, and the committee is focused on adapting to maintain member services while actively seeking new funding sources, with ideas and leads welcomed.



**Income**



**Expenses**

Total Operating Revenue	\$620,869
Grant Income	\$112,765
Conferences/CE	\$213,537
Membership Dues	\$108,206
Fundraising & Misc	\$15,526
Royalties & Revenue Shares	\$170,834

Total Operating Expenses	\$479,451
Grant Expenses	\$73,326
Conferences/CE	\$88,459
Contract Services/Employee	\$275,005
General Administration	\$28,458
Governance	\$14,202

# PHARMACY PRACTICE ADVANCEMENT

Chair: Jess Angleson

## **Role of the Practice Advancement Lead (PAL)**

- Supports pharmacists in expanding services and securing payment.
- Leads advocacy efforts to expand the pharmacist's role in patient care.
- Promotes Collaborative Practice Agreements (CPAs) and Statewide Protocol (SWP) use across Colorado.
- Provides training and support for pharmacist reimbursement.
- Strengthens billing and sustainability infrastructure through vendor partnerships.
- Tracks and reports outcomes to stakeholders, agencies, legislators, and policymakers

## **Data Compilation**

- Building the only known database of CPA and SWP usage in Colorado.
- Identifies practice gaps and opportunities.
- Develops resources (templates, best practices, etc.) to help pharmacists expand services.
- Contributes to a statewide database to increase visibility of pharmacist-provided care

## **Engagement Across Colorado**

- Conducted 50+ site visits statewide.
- Targeting expansion into Western Colorado

## **Training and Resources**

- Sponsored pharmacist participation in national billing trainings.
- Created Advanced/Expanded Scope and Payment for Services websites.
- Launched the new PAL Newsletter.
- Current round of funding available through June 30 (training can be completed afterward)

## **Impact Highlights**

Colorado Pharmacists Practice & Payment Network (C3PN): 60+ engaged pharmacists and 40+ pharmacy entities.

## **Training/Workshops**

- 100+ pharmacists trained in billing and reimbursement pathways.
- Built strong statewide partnerships with Medicaid and public health.
- Connected with national organizations influencing pharmacist practice and payment

2024-2025

# AWARD WINNERS



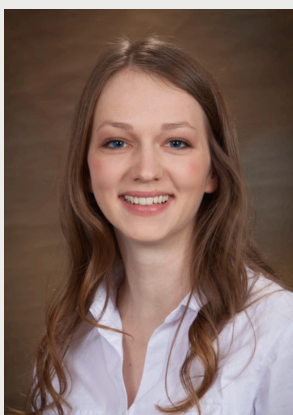
Student Pharmacist of the Year  
Hailey Murphy, PharmD, MHA



Distinguished Young  
Pharmacist Award  
Kari Allan, PharmD, BCPS, BCPPS



Pharmacy Technician  
of the Year  
Rebecca Aspy



ASHP Leadership Award  
Ali Singer, PharmD



Friend of Pharmacy  
Legislative Award  
Rep. Kyle Brown



Friend of Pharmacy  
Legislative Award  
Senator Dylan Roberts



Pharmacist of the Year  
Robert Willis, PharmD,  
BCACP



Bowl of Hygeia Community  
Service Award  
Douglas Fish, PharmD,  
BCCCP



NCPA Leadership Award  
McKesson Leadership Award  
Sara Wettergreen,  
PharmD, BCACP, BC-ADM



2024-2025

# VOLUNTEER LEADERSHIP

## *Board of Directors*

Sarah Bow  
**President**

Lisa Nguyen  
**Past President**

Sara Wettergreen  
**President-Elect**

Kate Taucher  
**Treasurer**

Jody Adams  
**Secretary**

Dana McDonald  
**Academy of New Practitioners**

Catherine Nguyen  
**Academy of Student Pharmacists**

Ali Singer  
**Academy of Health Systems Pharmacists**

Anthony Lipparelli  
**Academy of Community-based Pharmacists**

Hailey Mostellar  
**Academy of Technicians**

Marilyn Siayap  
**Academy of Clinical Specialists**

### **Members at Large**

Heather Hopkins  
Dan Scales  
Danielle Fixen  
Kristin Holmes

Cindy O'Bryant  
**Ex-officio, University of Colorado**

Jeff Lalama  
**Ex-officio, Regis University**

Emily Zadvorny  
**CEO**