



**NIGERIAN ASSOCIATION  
OF PHARMACISTS AND  
PHARMACEUTICAL  
SCIENTISTS IN THE  
AMERICAS**



**ANNUAL REPORT**  
**2019-2020**



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## OUR ASSOCIATION

Nigerian Association of Pharmacists and Pharmaceutical Scientists in the Americas, Inc. (NAPPSA) is an umbrella organization of Nigerian pharmacists, pharmaceutical scientists, allied scientists and the academia in the Americas.

### Mission

To promote healthy living and disease prevention through effective pharmaceutical care and facilitation of efficient healthcare delivery systems and strategies in America, Nigeria, Africa and the rest of the world.





# 2020: A Year of New Frontiers

I am very excited to present to you the very first Annual Report of the Nigerian Association of Pharmacists and Pharmaceutical Scientists in the Americas (NAPPSA) Inc.

Over the course of the last one year, I have come to cherish the importance of documenting our progress and making the curating of our history a core value of NAPPSA. Whether professional, academic, business, social, personal, or political advocacy, NAPPSA history forms a bedrock upon which our future progress shall be built. Over the coming years, NAPPSA Annual Reports shall become an important relic of our history and will document the compelling story of our journey through the future phases of our evolution and growth. This history will serve as a source of inspiration and point out areas of opportunity to add to that story, as we write the future chapters of the NAPPSA history book.

Looking back on 2019-2020, we can say that a lot has happened in just one year for NAPPSA. 2020 was a year like no other. It came with a lot of headwinds. It was a year in which NAPPSA's resilience, creativity, generosity and innovativeness had to be summoned to enable us to make it through. The Coronavirus pandemic led to a global shutdown and paralyzed all human activities. One of the most challenging components of the pandemic is the uncertainty about when it will be over and the impact on planning for the future. The Impact of COVID-19 is universal and ranks tops amongst the drivers of decision making in all aspects of the human decision making today.

Despite these headwinds, the period of 2019-2020 will go down as the most productive stretch in NAPPSA's history till date. It is characterized by a plethora of new innovations, establishment of foundational pillars that will carry NAPPSA to greater heights. The defining feature of this stretch in NAPPSA history is our attitude to the adversity of the pandemic. We neither blinked nor flinched in the face of the headwinds we described above. Rather than cancel our conference, we converted it to a virtual format to enable us to leverage its role as a forum for knowledge brokerage and information exchange to disseminate discuss everything COVID-19: disease, science, and treatment. Beyond the conference, NAPPSA took a front row seat in everything COVID, throughout the year. We participated in the discussion and dissemination of scientific clarity about COVID-19. From educating the public about the disease, emerging therapeutics, to the socio-economic implications of COVID-19, NAPPSA provided thought leadership through press statements, letters to congress, government agencies, and via collaborative inter-organizational initiatives.

We did not stop there, we stepped up to support the Nigerian Healthcare Community through our donation of COVID-19 Diagnostics and PPE to the National Center for Disease Control (NCDC). Our donation was accompanied by a call for the creation of a national strategy for medical and pharmaceutical manufacturing in Nigeria.

COVID-19 necessitated that we develop



“ We consider the year, 2020, as a year of laying foundations, growth and making forays into new frontiers

new strengths and build new competencies in uncharted territories and we met the mark. Our actions and accomplishments lent credence to the saying that “Necessity is the mother of invention.” We reaped all the blessings that come with adversity and emerging from the process, stronger and more prepared for the future. This is why we consider the year 2020 as a year of laying foundations, growth and making forays into new frontiers!

It was a year in which growth in our Business-2-Business (B-2-B) gathered momentum, reaping from the investments we made in Roadshows between 2019 and 2020 with inroads into new cities and regions of the USA. And with that came an accelerated growth in the membership of our B-2-B Network and a steep increase in the B-2-B revenues to NAPPSA. Though the Roadshows were truncated by the



pandemic, the investments made all through 2019 and early 2020 continued to yield new sign ups and increase in participation by member stores.

Our B-2-B Success enhanced our capacity to increase and sustain the number and value of our Scholarship awards, and so in 2020, we were able to award 4 scholarships of \$2500 each to students. It is noteworthy that we were able to attract application from pharmaceutical science students for the first time.

NAPPSA values her young professionals and is committed to their personal and professional development. We launched NAPPSA Campus Outreach, designed to provide the Young Professionals with the necessary tools and information to make informed career choices. We also launched the NAPPSA YP Hangout series aimed at engaging student pharmacists and pharmaceutical scientists to lead their

personal and professional lives with purpose, to build professional connections within their specific areas of interest, and to gain skills and tactics to effectively navigate their professional development.

Viewed from all its cardinal ramifications leads to one conclusion: NAPPSA grew much more stronger and better equipped for the future in the last one year, despite the paralyzing challenge of COVID-19. As I look into the future after such an empowering one year, what I see, and what NAPPSA is built to deliver for our members, is a bright future where we are better recognized and valued as essential force for the development of the pharmacy and pharmaceutical science profession, and a great support system for our members to help them achieve all their professional aspirations.

In the end, it is about people. It is the dedicated folks who work so hard to collaborate, innovate, and create who

are the source of NAPPSA's strength. Our more than 2,000 members, NAPPSA committee members, our young professionals, associates and affiliate members in the USA, Nigeria and all over the world and the professional communities they serve are at the heart of every move NAPPSA makes, and we will always strive to ensure the organization is sound and prepared to keep supporting the community within our universe of influence.

I'm so proud of this organization and feel excited to share a glimpse of all that we achieved over the past year—and how the investments we've made will pay dividends for NAPPSA into the next decade and beyond.



**Anthony C. Ikeme, PhD**  
President of NAPPSA

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As I look into the future after such an empowering one year, what I see, and what NAPPSA is built to deliver for our members, is a bright future where we are better recognized and valued as essential force for the development of the pharmacy and pharmaceutical science profession, and a great support system for our members.





# Laying New Foundations for the Future



- 1 Launch of Ten-Year Strategy Plane
- 2 First NAPPSA Run/Walk
- 3 Towards the establishment of the NAPPSA Endowment
- 4 Pharmaceutical Science Focus Group
- 5 Establishing the NAPPSA Journal
- 6 New YP Initiatives
- 7 Virtual Hangouts
- 8 Others



# LAYING NEW FOUNDATIONS FOR THE FUTURE

The 2019-2020 will go down as the most productive stretch in NAPPSA's history till date. It is characterized by a plethora of new innovations, establishment of foundational pillars that will carry NAPPSA to greater heights. beyond.

This section of the Annual Report is dedicated to chronicling the key new initiatives that were put in place within this time period and how they will pay dividends for NAPPSA into the next decade and beyond.

## 1 Launch of the NAPPSA 10-Year Strategy Plan



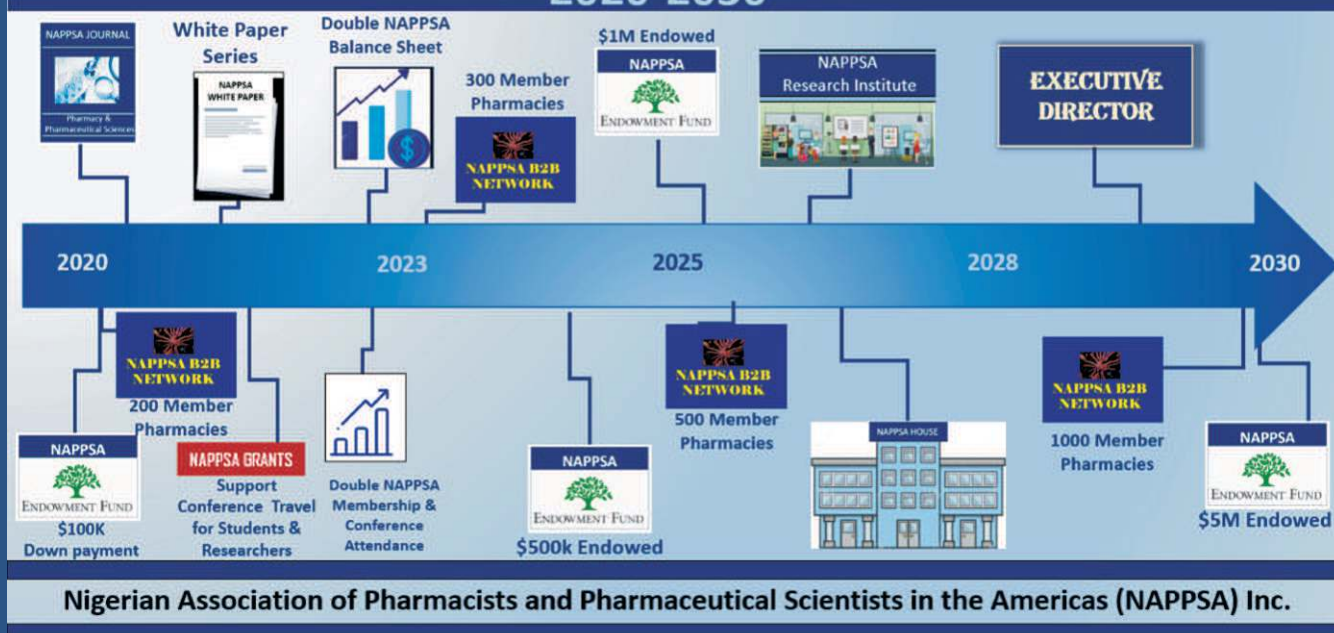
Planning is bringing the future into the present, so that you do something about it

Every organization needs a deliberate and measurable process for driving and tracking our growth in all facets of NAPPSA's business. Growth can only be achieved and sustained when there is a clear direction and set priorities that ensure that we have better thinking, better decisions and ultimately better results.

2020 2030



## NAPPSA TEN YEAR STRATEGIC PLAN: OVERVIEW 2020-2030



“ This strategy plan is designed to accelerate our growth in all frontiers

As NAPPSA continues to reinvent itself and evolve into better versions of itself, 2020 can be called a watershed year in the course of NAPPSA history as it marked the first year NAPPSA ever created a strategic Plan to guide its growth. The 10-Year strategy Plan launched in 2020 is set to serve as a blueprint for ordering our steps and to position NAPPSA for Sustained Progress. It brings the future into the present, so that we can do something about it now. It will help us to simplify decisions, get everyone on the same page and ensure that our activities are aligned to our priorities.

The plan creates a roadmap for increasing our organizational footprint and maximizing our impact as a professional organization here in the USA, back home in Nigeria and around the world. It sets timelines for achieving key visionary milestones including the creation of a NAPPSA Journal and white paper series, acceleration of the drive for the growth of the NAPPSA B2B network, the engine of NAPPSA's financial sustainability, Setting up of

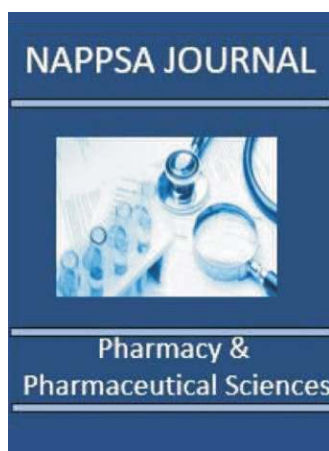
the NAPPSA Endowment fund, the establishment of a NAPPSA House and a NAPPSA Research Institute.

Our 10-Year year strategy plan is Inclusive, ensures commitment to Quality, provides incentives for Consistent delivery, allows for NAPPSA's Sustainability, has Milestones along the way to measure the impact of our progress, and has an inbuilt Dynamism to allow for continual improvements as we make progress.





# The vision of a NAPPSA official journal



**F**irst question is: Why a Journal? The official NAPPSA peer review Journal, to be named **the American Journal of Pharmacotherapy and Pharmaceutical Sciences (AJPPS)**.

#### The Value It Brings:

- Raises NAPPSA's Profile
- An outlet for our scholarly inclined pharmacists and pharmaceutical scientists
- Strong Recruitment Tool for Pharmaceutical Scientists
- Destination for worthy conference podium presentations and NAPPSA solution oriented White Papers
- **INCOME GENERATOR:** Open Access Journals will generate income for NAPPSA via the publication fees charged to Authors

There is no better way to amplify our voice and maximize our impact in the research and scientific community than through a reputable peer review journal.

**Target Delivery date: 2021**

## The NAPPSA White Paper Series



**O**ur plan provides for the establishment of a NAPPSA White Paper Series.

#### The Value It Brings:

- Creates off the shelf solution-focused documents that answers questions (How to, Why? Who should, etc).
- Use outputs for driving Advocacy Efforts
- Produce original NAPPSA-generated materials for the NAPPSA journal
- Encourage Research and Scholarship among NAPPSA members
- Foster camaraderie and collaborative climate among NAPPSA members

By serving as an outlet for providing thought leadership on a wide range of topics across the full spectrum of the pharmaceutical value chain. This will position NAPPSA to go-to resource for thinking through and offering solutions to the challenges in the pharmaceutical sector development in the USA, Nigeria and around the world.



# The Establishment of a NAPPSA House

The NAPPSA 10-Year Strategy sets a 5-year target to acquire a NAPPSA House which will serve as a permanent location for the NAPPSA office.

**Location:** Within the Washington DC Metropolis to ensure proximity to key stakeholders, potential collaborators and partners

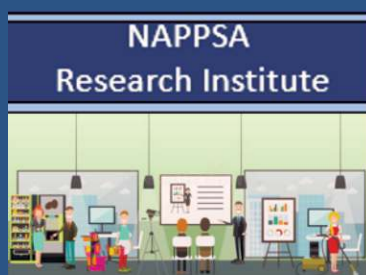
**Purpose:** Will serve multiple purposes including but not limited to the following

- Permanent Office for NAPPSA
- Permanent location for all our Physical Assets
- Location for Physical F2F Board Meetings
- Location for **NAPPSA Research Institute**
- **INCOME GENERATOR:** Majority of the building will be leased out to tenants. Rental income must be larger than the mortgage so that net result will be profit.



**TARGET COMPLETION:**  
4th Quarter, 2026

## The Establishment of a NAPPSA Research Institute



**TARGET COMPLETION:**  
4<sup>th</sup> Quarter, 2027

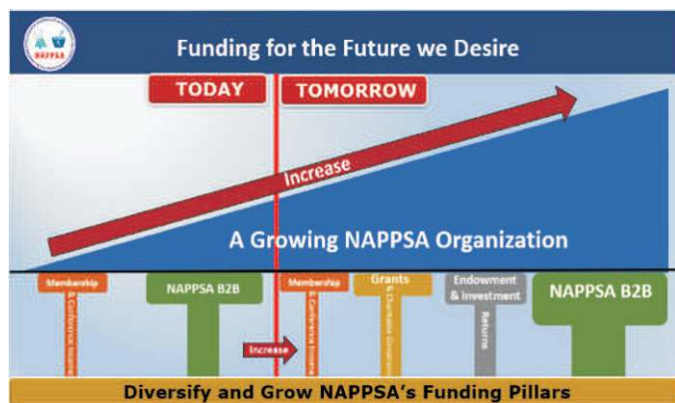
Perhaps the most exciting use of the NAPPSA House will be its role as host to the NAPPSA Research Institute. The NAPPSA Research Institute is a strategic initiative of NAPPSA that creates a framework for collaborative research partnerships between leading NAPPSA Research Scientists and between NAPPSA and other scholarly institutes on areas of common interest.

**Location:** Occupy a portion of the NAPPSA House

**Purpose:** Advance the cause of Pharmacotherapy and Pharmaceutical Sciences by facilitating and supporting research activities

- Play host to Nigerian or African researchers working on research of mutual interest with the institute
- Collaborative Research Partnerships with other leading research personnel and institutes on areas of common interest
- Ensure that African unique perspective and interests are represented at the highest level in pharmaceutical research

# Diversify the Financial Pillars of our Success



The success of the financial aspect of our 10-Year Strategy Plan hinges on both amplifying our existing source of funding as well as diversifying to new income sources. Clearly, the NAPPSA B-2-B has played an oversized role in our financial sustainability over the years.

Encouraged by the success we have achieved with our efforts in the last 1 year, we shall ramp up the B-2-B roadshows over the duration of the plan to increase the number of participating stores in the B-2-B network and as well as diversify to new B2B income sources.

To extend the reach and impact of our B-2-B earnings, our strategy plan has designated all B-2-B earnings to be set aside for re-investment into the NAPPSA Endowment Fund. This annual base investment will be augmented by proceeds from our annual NAPPSA FundRace/Walk to create a sustainable income source for NAPPSA activities. We shall make a sustained effort to grow our membership through the various membership driven initiatives in our

## DOUBLE BALANCE SHEET



TARGET COMPLETION: 4<sup>th</sup> Quarter, 2022



TARGET COMPLETION: 4<sup>th</sup> Quarter, 2022

toolbox, including the B2B Roadshows, YP Campus Outreaches, Sorting of Pharmacy Board lists and subsequent outreach to identified Nigerian Pharmacists, Pharmaceutical Science Focused initiatives, Robust and Inclusive programming to

## 2 Towards the Establishment of the NAPPSA Endowment Fund

The cornerstone of NPPSA 10-Year Strategy Plan is the diversification and expansion of our income generation base beyond membership and B-2-B to new sources of funding. The establishment of the NPPSA Endowment Fund is a key tool in the accomplishment of that vision. NPPSA Endowment Fund is envisioned to provide stability and sustainability to the finances of NPPSA. It is expected to create a steady source of funding for running the operations, programs and projects of NPPSA in a manner consistent with the stated mission of NPPSA. It also allows for proceeds from the Endowment Fund to be used for purposes specified by the donor(s) to the endowment.

This will be a phenomenal achievement for our great organization and will create a new chapter in our growth. Once established, it will send a strong message to our external observers, partners, and collaborators that we have planned for long-term stability, fiscal responsibility, and financial viability. It will enhance N A P P S A ' s p r e s t i g e , trustworthiness, and credibility.



With time and its sustained growth, it will relieve pressure on annual fundraising and streamline organizational budget and financial planning. As conceived, the primary sources of inflows to the NPPSA Endowment Fund include:

- (1) NPPSA B-2-B Rebate Earnings,
- (2) Annual NPPSA FundRace/Walk
- (3) Donations from NPPSA members
- (4) Donations from NPPSA Endowment Partners and Sponsors.

The NPPSA leadership will continue to look for additional creative ways to source funds and sustain inflows to the NPPSA Endowment Fund to guarantee its growth. Per the 10-Year Strategy Plan, the NPPSA Endowment Fund will be set up in the **First/Second Quarter of 2021**



3

# FIRST NAPPSA VIRTUAL 3K RUN/WALK 2020

RACE TO NAPPSA ENDOWMENT



NAPPSA's first ever 3K Walk/Run was initiated in 2020. It was designed to both promote the healthy habit of exercising and to raise funds for the NAPPSA Endowment.





To enable us commence the journey to the first \$1M of our NAPPSA endowment, we successfully completed our first ever 3K Walk/Run on September 19th during which we surpassed our \$100,000 Participants gathered in groups with a team of friends, family members in their local parks or neighborhoods and shared pictures and videos on the NAPPSA platforms, social media and other places to build awareness for NAPPSA's mission and vision.



**Over \$120k Raised**





## 4 Establishing the NAPPSA Official Journal



**Nigerian Association of Pharmacists and Pharmaceutical Scientists in the Americas (NAPPSA) Inc**

**AJPPS**

**American Journal of  
Pharmacotherapy and  
Pharmaceutical Sciences**



**ScientificScholar®**  
Knowledge is power

Publisher of Scientific Journals

**P**lans for the establishment of the official NAPPSA Journal, American Journal of Pharmacotherapy and Pharmaceutical Sciences (AJPPS) was formalized in 2020.

The founders of NAPPSA must have foreseen the role a peer review journal will play in the

evolution of NAPPSA when they included the following as part of NAPPSA's key stated objectives "to seek and propagate critical information in the medical, biological, pharmaceutical and related healthcare-technology fields to optimize the discovery, development, regulation and utilization of pharmaceutical

and related products". The NAPPSA Official Journal provides a vehicle for accomplishing this objective. There is no better way to amplify our voice and enhance our contribution to the world of scholarship than through a reputable peer review journal.



## 5 Launch of the Pharmaceutical Science Focus Group

2020 witnessed the birth of the NAPPSA Pharmaceutical Science Focus Group (PSFG). This is established to create an enabling environment to increase the pharmaceutical science base of NAPPSA membership where pharmaceutical scientists would benefit from the Association's professional services and pursue career interests while leveraging NAPPSA brand, infrastructure, and network opportunities in line with NAPPSA's Vision and Mission. This will be accomplished by creating programs, activities and career opportunities that cater to the interests and needs of the pharmaceutical scientists to enable them to engage in collaborative initiatives for career fulfilment. The following workstreams have been identified as tools for attaining such goals:

- **Catalyze Collaborative Efforts Among Pharmaceutical Scientists**
- **Support the Career Advancement of NAPPSA Pharmaceutical Scientists**
- **Transform and Rebuild the Nigerian Pharmaceutical Sector**

- **Promote Fundamental and Applied Research in the Pharmaceutical and Biomedical Sciences**

The expected output from this platform is a fully engaged, functioning and growing Pharmaceutical Science Community in NAPPSA, which should, in turn, attract other pharmaceutical scientists to join NAPPSA and help further pharmaceutical science-based activities in NAPPSA.





## 6

# New Young Professional Initiatives



Two new exciting initiatives of the YP were launched over the period 2019-2020. These initiatives are geared towards increasing YP participation and increasing the value proposition NAPPSA presents to the Young Professionals.

## ▶ YP Campus Outreach

We launched our Young Professional Campus Outreach to reach out to Nigerian Pharmacy and pharmaceutical Science Students, to provide early career guidance that will inform their curriculum and internship choices as they plan their future. It was a mix of life lessons, business opportunity training and a dose of inspiration. The first Outreach was held at Mercer University in Atlanta on Saturday, November 24, 2021.

## ▶ YP Virtual Hangout Series


The first NAPPSA YP hangout event was held on Saturday, July 25, 2020. As conceived, the YP hangouts are designed to provide short, focused seminars that go beyond professional learnings to include soft Life Skills that underpin career success and advancement to leadership positions. Topics that speak to leadership qualities, personal development, entrepreneurship, sound financial management and any other topic of the interest to the YPs can be addressed at the hangout events. This is an important way to provide Mentorship and equip NAPPSA Young Professionals for success. Award of Continuing Education credits is made for suitable hangout events.




## 7 Our Virtual Hangout Events

The COVID-19 restrictions in 2020 opened up a new frontier in organizational group dynamics. NAPPSA was proactive in not just recognizing the risks posed by the prolonged stay-at-home mandates, but also the opportunities it presents for expanding our options connecting with one another. We recognized that people are more alone and isolated, and teams are experiencing waning engagement.

We launched NAPPSA virtual hangouts in 2020 to enhance team connections and create a social space to enable members cope more effectively with the challenges of the isolation imposed by COVID-19. Our first virtual team bonding event was the Memorial Day Hangout on May 25, 2020. It was so successful that we went on to host Fourth of July and Thanksgiving Day



**PRESENTS**



**VIRTUAL ZUMBA FITNESS CLASS**

Get physical in musical rhythms for body fitness with health tips

Hangouts as well. These events were not just bonding events, but they were also used for fundraising, major announcements and for sharing NAPPSA and family stories. Our series of Hangouts in 2020 also featured a Zumba Fitness event. Our hangout events were very popular and helped us remain connected despite the forced isolation of the pandemic. Virtual hangouts should remain an option for NAPPSA as we continue to build going into the future.



## 8 Other New Initiatives



### Committee Activity Report:

The NAPPSA Committees are the engine of NAPPSA and figuratively the point where the rubber meets the road. NAPPSA's growth and success comes from the work done at the committee level and so we have instituted a process for tracking committee goals and activities, as well as measuring progress and success. Our Committee activity reports will serve as a source document for our Annual Reports which will detail all the progress made by the various committees in the course of each year.

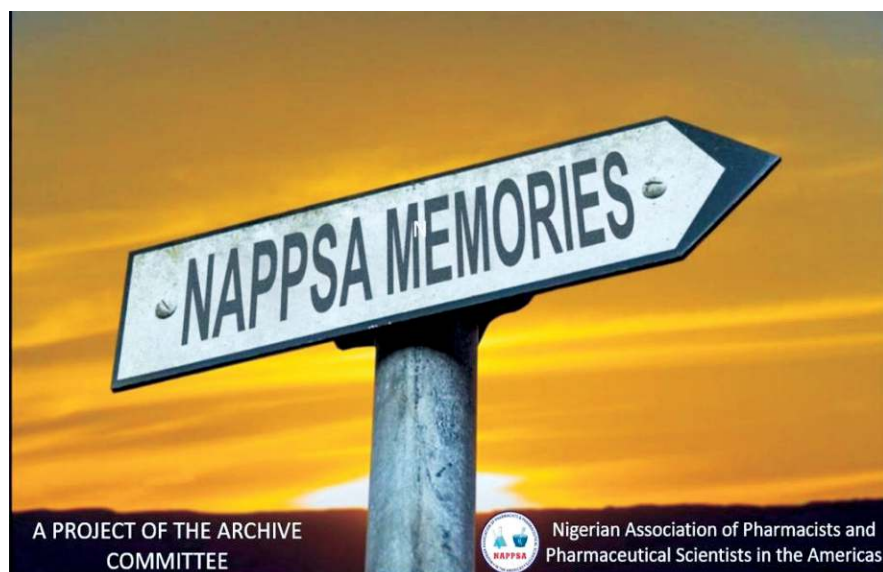


### Committee Chairs Forum:

We recognize that Committee Chairs are part of NAPPSA Leadership. Therefore, in 2020, we found it necessary to create a forum for interaction among committee chairs to compare notes and share best practices. This affords us the opportunity to harmonize and synergize between committees and leverage inter-committee strengths and mutual areas of interests in the creation of Committee Programs and Initiatives. As we continue to envision a new NAPPSA going into the future, we must build on the core pillars of our strength and work as a seamlessly cohesive unit.

That is the only way we can maximize our potential and impact.

# Other New Initiatives



## NAPPSA Memories Project:

As the Archive Committee continue the process of gathering the relics of NAPPSA history, the value of memorializing every building block of our progress has come into sharp focus. That is why we launched the NAPPSA MEMORIES Project. NAPPSA Memories reminds us of our past as we continue the journey into the

future. If you don't know where you came from, it is hard to be clear on where you are going. As NAPPSA continues her journey to greater heights, it becomes even more imperative that we, not only document, but also celebrate every step of our progress.



## Enhancement of our Social Media Presence:

Our social media presence grew over the 2019-2020 time period. We created a NAPPSA Youtube Channel, and fortified our presence on Instagram, FaceBook and Twitter. This extends the reach of our brand and allow us to project our voice and amplify our message. NAPPSA will remain actively engaged within the various social medial platforms and continue to find new creative ways to connect with her members wherever they are.





## Leading on the **MAIN ISSUES** of the day

It's more than a catch phrase, a rallying cry, or an aspirational phrase. At NAPPSA, we are really determined to make the concept of Leading from the Front an integral part of our organizational culture. Over the course of the pandemic months, our leadership in information dissemination and scientific knowledge brokerage shone brightest. At all levels and in all issues concerning COVID-19, we stood in the front line and helped advance the science, discussion of policies and advocacy for change.

### **Advocating for better policy**

There is a lot of work to be done in the area of improving the policies surrounding patients access to pharmacists-provided care. The COVID-19 pandemic laid bare the urgency of addressing the drawbacks that undercut the ability of pharmacists to maximally perform their healthcare roles. NAPPSA joined other pharmaceutical professional organization to shine the light on this important issue. In a letter dated May 12, 2020, addressed to all US Senators and members of the House, NAPPSA argued against the negative impact of the activities of Pharmacy Benefit Managers (PBMs), retroactive direct and indirect remuneration (DIR) fees and the consolidation between PBMs and Health plans on the ability of Independent Community Pharmacists to effectively perform their role as community healthcare providers. The COVID-19 pandemic underscores the importance of revisiting, and possibly, eliminating these drawbacks from our healthcare system, to ensure that United States is not only better prepared and equipped to tackle any future healthcare

emergency, but that it is providing the best public healthcare possible to all her citizens.

Much work remains to be done in this area, but 2020 marked the beginning of NAPPSA's proactive engagement in advancing the cause of the pharmacy profession and it shall not be the last. We shall continue to fight for the advancement of provider status recognition and coverage within the state and private-sector health benefit programs.

### **Fighting for Scientific Integrity in Drug Development**

As an organization founded on scientific principles with the visionary mission: "To promote healthy living and disease prevention through effective pharmaceutical care and facilitation of efficient healthcare delivery systems and strategies in America, Nigeria, Africa and the rest of the world", NAPPSA feels obligated to speak up in support of scientific-based process in the global quest for therapeutic solution to the Coronavirus Disease 2019 (COVID-19) pandemic. So in the face of the multiple non-verified therapeutic claims for COVID-19, NAPPSA spoke up strongly via multiple press releases.

- Our first Press Release dated April 4, 2020, "Coronavirus (COVID-19) Pandemic Update" provided a general update on the coronavirus: the science, ongoing clinical trials, and the experimental treatments for COVID-19.



- Our second press release dated May 12, 2020 Press Release: The Danger of lack of evidence-based therapeutic claims for COVID-19, specifically argued against the promotion of 1) Artemisia-based COVID-Organics (CVO) from Madagascar 2) COV-herbal Cough Mixture from the Office of TCAM in Nigeria and 3) other products with unsubstantiated claims in the public space. This afforded us the opportunity to demonstrate the deleterious consequences of the failure to follow due scientific process in drug development

### Engagement with the Homeland

As an organization whose members have strong ties with Nigeria and Africa, we have elected to be a force for positive impact in the Nigeria and the African continent. Over the course of the pandemic, we continued in our tradition of stepping up whenever it mattered most, like we did during 2014 Ebola Crisis, and the 2011 Abuja Healthcare Summit and a whole host of other engagements through which we have pushed for progress in the region's pharmaceutical and Healthcare sectors. We left huge footprints and made our voice count in all pharmaceutical sector conversations concerning the COVID-19 science, evolution, practice and training. Our activities in Nigeria had a positive impact. They

certainly generated discussion in the media and helped to move the ball forward in many areas of the pharmaceutical and healthcare sector development.

### Advancement of public health

Our members serve as health stewards in communities of all kinds—homes, neighborhoods, hospitals, and organizations. Our Pharmaceutical scientists play a critical role in drug development. At every career point—from student to practitioner—pharmacists and pharmaceutical scientists played an essential role in the COVID-19 public health issues in 2020. Our communities needed our expertise and service in critical ways—and we delivered in multiple ways. Specifically:

- Our frontline pharmacists showed leadership in not only being among the first to get the Vaccine but in helping to administer them and modelled best practices to our community in the quest to stamp out Vaccine Hesitancy
- Our members belong to various research consortiums, clinical research conduct and management teams, public health policy formulation and implementation and a whole host of networks that underpin the larger public health system.



# Investing in our PARTNERSHIPS



The most efficient way to extend our reach and take advantage of the multiple opportunities for positive impact is through collaboration and partnerships. Collaboration and partnerships mean that we can have access to new resources, reach beyond our primary audience and have positive influence on our partners' programs and initiatives. We invested heavily in nurturing and investing in our partnerships and professional relationships.

## PSN Conference, Kaduna, Nigeria

We started off with a great representation at the 92nd Annual Conference of the Pharmaceutical Society of Nigeria (PSN) in Kaduna in November 2019. The NAPPSA President accompanied by the NAPPSA President-Elect, NAPPSA Board Members and other NAPPSA leaders seized the moment to share NAPPSA's vision for the Nigeria's Pharmaceutical sector. We made our voice count in the discussion about Pharmaceutical Sector development in a volatile economy.



## NABF Conference, Tampa Florida

We also lent our support to the Nigerian American Business Forum (NABF) at their 2020 conference in Tampa, Florida. We made the case that it is important to build up the Nigerian Diasporan professionals and Community to enhance their capacity to be a resource for transforming the Nigerian Pharmaceutical Sector.



# Investing in our PARTNERSHIPS



## NAIP Conference, Kano, Nigeria

The NAPPSA President delivered the Keynote speech titled: “Advancing The Industrial Pharmacy Sector in a Volatile Economy” at the 23rd Annual Conference of the Association of Industrial Pharmacists of Nigeria (NAIP), the industrial arm of PSN. The speech was focused on mobilizing action. The speech echoed the NAPPSA dream for Nigeria to create a Pharmaceutical Manufacturing Hub as argued for in the NAPPSA Roadmap presentation back in 2011 at the Abuja Health Summit and reiterates the importance of engaging the Diaspora in the Nigerian Pharmaceutical Sector Transformation Project.

## COVID-19 Diagnostics and PPE to NCDC

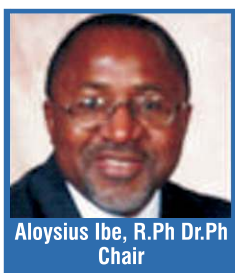
NAPPSA stepped up to support the Nigerian Healthcare Community through the donation of COVID-19 Diagnostics and PPE to the National Center for Disease Control (NCDC). The donation is intended to encourage NCDC in the very important role of coordinating the overall COVID-19 response in Nigeria. Our donation was accompanied by a call for the creation of a national strategy for medical and pharmaceutical manufacturing in Nigeria.





# COMMITTEE REPORTS

**N**APPSA Committees form the engine of NAPPSA. They are the fulcrum upon which the engine of NAPPSA turns to produce the results that keep us growing and getting better at what we do. Despite the COVID-19 pandemic, 2020 witnessed the infusion of energy and vivacity in NAPPSA Committees and may well be the most active year for many of our committees. The accomplishments by the various NAPPSA committees in 2020 are documented below:



## Archive Committee

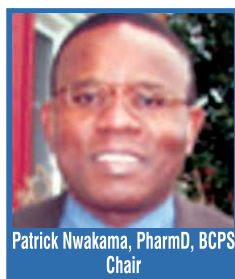
As NAPPSA continues her journey to greater heights, the importance of documenting and archiving every detail of our progress become even more imperative. It is the job of our Archive Committee to gather the

relics of NAPPSA history and to memorialize every building block of our progress so that they form the foundation for our future growth. 2020 saw a huge progress in the work of the Archive Committee. Key accomplishments of the Archive Committee in 2020 are listed below:

- **Formalization of the NAPPSA Archive system:** The Archive Committee commenced work on the designing of a formal archiving system for NAPPSA. Progress in this effort include:
  - Adoption of the One Drive system as the Archiving Platform for NAPPSA
  - Creation of an Archiving Algorithm for NAPPSA's documents including the distinction between the (a) public and (b) private subsections.
  - Commenced work on the development of a central policy for archiving management to address such things as access, authorizations, etc
  - Outreach to the Past Presidents, past and current chairs of committees and other custodians of NAPPSA archive materials to obtain documents for the archives
- **Launch of the NAPPSA Memories Project:** As NAPPSA grows, it becomes even more imperative that

we, not only document, but also celebrate every step of our progress. The NAPPSA MEMORIES Project is our way of making the archiving process fun, visible and inclusive. It requires that we Proactively project relevant aspects of our archived history into the public view for ... Three key aspects of this process under development include:

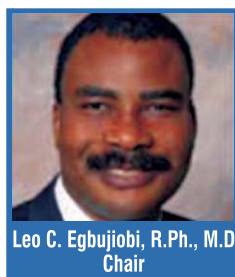
- Create a Historical Timeline that outlines our key milestones on our website
- Create a Virtual Museum on our website with pictorial display of our historical moments
- Commemorate important milestones in our history publicly to engender the comrades' that comes with shared memories



## Audit Committee

To be a sustainable and disciplined going concern NAPPSA understands the need for a mechanism to provide oversight of the financial reporting process, the audit process and the organization's internal controls

and compliance with financial laws and regulations. Over the last one year, the audit committee has worked to streamline the external audit process to follow a consistent routine.



## Bylaws Committee

As an organization with a strong commitment to the rule of law, the NAPPSA by-laws committee is a veritable pillar of our success. They are responsible for viewing proposals for Bylaws changes, taking into consideration the full

implications of those proposed changes, before making recommendations to the Board. The Bylaws committee has a call out to members to make suggestions for changes to the NAPPSA bylaws.

## Business-to-Business Committee

The NAPPSA B-2-B brings all NAPPSA business owners under one umbrella to create an empowered business

# COMMITTEE REPORTS



Emmanuel Ezirim, RPh  
Chair

community for mutual interdependence and benefits. In addition to cost savings and bargaining benefit, in group purchase of pharmaceutical goods and services, the NAPPSA B-2-B provide other benefits to its members such as mentorship & training; exchange of best practices; group Investment & collaborative business venture opportunities; and greater voice in advocacy.

The NAPPSA B-2-B saw the largest growth in its history between 2019 and 2020. The Business-2-Business (B-2-B) Roadshows gathered momentum over the period with inroads into new cities and regions of the USA. And with that came an accelerated growth in the membership of the B-2-B Network. The NAPPSA B-2-B yields benefits to the NAPPSA B-2-B members and the NAPPSA organization in many ways including:

**a. Mechanism for the financial sustainability of**

**NAPPSA:** NAPPSA B-2-B is structured to generate rebates to the participating members as well as an administrative fee to NAPPSA for creating and managing the platform that sustains the B-2-B network. This administrative fee has been growing over time but the pace of growth has jumped significantly with the NAPPSA B-2-B Roadshows that gathered momentum over the last One year. Figures 2 and 3 show the exponential increase in NAPPSA's B-2-B income in the last 3 years with over 250% increase achieved between 2018 and 2020. This income from the NAPPSA B-2-B has been the financial engine for NAPPSA and is designated to serve as the fuel behind NAPPSA's Endowment fund established to sustain NAPPSA now and beyond.

**b. Mentorship for Group Success:** Mentorship is the engine for sustaining a group success. NAPPSA B-2-B network creates the opportunity for more experienced and successful business owners to provide guidance and support for new

and aspiring business owners as they seek to set up their own business. Inspired and entrepreneurial minded young professionals can be groomed and prepared for business leadership which will help sustain NAPPSA's success as a professional community.

**c. Training and Exchange of best practices:**

NAPPSA B-2-B members have become the best source of support to one another. Best practices and tips for business success are routinely exchanged between members in the spirit Collaboration.

**d. Collaboration and group venture opportunities:**

The quality and diversity of entrepreneurs in the NAPPSA B-2-B presents opportunities for collaboration and pooling resources together for new ventures.

**e. Leveraging of the best thinking and experience**

**in NAPPSA:** The NAPPSA B-2-B network prides itself in making it possible for members to be "in business for themselves but not by themselves". This means that though they are in business for their own benefit, they enjoy the comfort and privilege of leveraging the best thinking, efforts, networks, and negotiating skills of others to their own benefit.

**f. Greater voice and influence:**

Working alone, independent business owners are voiceless and powerless. But working together, they are a force with greater voice and influence within the retail pharmacy space.



Angela Kanu, RPh, PhD  
Chair

## Ethics Committee

NAPPSA is an organization founded on strong moral values, ethical principles, inclusiveness and justice. It is a measure of our values that we created an Ethics Committee to help us navigate and resolve difficult issues and



# COMMITTEE REPORTS

challenges in a manner that is fair and equitable to all concerned. Their role in the overall well-being of our members cannot be over-emphasized. The focus of the Ethics Committee is to:

- Foster integrity in pharmacy practice and pharmaceutical research and development among NAPPSA members and beyond.
- Promote understanding of societal and individual rights and duties regarding pharmacy practice and pharmaceutical research and development.
- Receive and investigate complaints from NAPPSA membership and make appropriate recommendations to the Executive Committee.
- Present Committee recommendations to the Board for appropriate action.



## Education Committee

Over the course of the period 2019-2020, the Education Committee continued to focus on 3 focal areas of activities:

- Review Pharmacy Education Programs to identify, recommend and implement additional competencies to maintain or improve its quality and standard.
- Facilitate exchange programs and collaboration between Nigerian Pharmacy schools and institutions in the diaspora to promote excellence in pharmaceutical research and development, pharmacy practice, and pharmacy Education
- Partner with the mentoring committee to facilitate identification and matching of students/trainees with esteemed leaders in the fields of pharmacy practice and pharmaceutical science to help develop the next generation of leaders in the profession

They successfully partnered with Young Professional, Mentorship and Scholarship Committees to host a CV Writing Workshop which was highly acclaimed and well received.



Ken Shobola, R.Ph  
Chair

## Fundraising Committee

Over the course of the last year, the NAPPSA Fundraising Committee took Stock of all current fundraising sources for NAPPSA. A listing of the key existing fundraising channels in NAPPSA prior to 2020 include

- Membership Dues
- Conference Fees
- B-2-B rebate
- Scholarship Funding
- Exhibitor fees
- Direct Fund Raising
- Adverts in Conference Brochure
- Corporate Sponsorship of Specific NAPPSA Activities

Beyond these channels, 2020 saw the introduction of the NAPPSA 3K Run/Walk as another fundraising tool. The first 3K Run/Walk was very successful and led to the raising of over \$130,000 (One hundred and thirty thousand dollars) which is earmarked for the launching of the NAPPSA Endowment. 2020 also witnessed the successful raising of funds for COVID-19 relief donated to the Nigerian Center for Disease Control (NCDC). The fundraising committee will continue to maximize the utilization of these fundraising pathways as well as identify new sustainable channels for raising funds going into the future.



Emelia Orubele, PharmD  
Chair

## Membership Committee

NAPPSA's greatest Asset is her membership. It is the job of the Membership Committee to recruit, develop, mobilize and harness the NAPPSA membership to maximize NAPPSA's impact in their professional lives and expand her footprint in our community. The membership committee continues to evolve as they develop new ways to carry out this important responsibility. 2020 saw the commencement

# COMMITTEE REPORTS

of a new innovation of the membership committee for new member recruitment. This involved a state by state sorting of the pharmacy board lists for Nigerian pharmacists. The steps involved in this process include:

- Order a listing of all registered Pharmacists from the State Pharmacy Board
- Sort the list for Nigerian Pharmacists
- Send the NAPPSA brochure and other relevant NAPPSA informational items to these pharmacists inviting them to the next NAPPSA Conference
- Initial states covered in the 2020 pilot include Georgia, Maryland, Pennsylvania, and New Jersey
- The NAPPSA office have obtained the lists for 47 out of the 50 states and this exercise will continue going into the future
- The NAPPSA Brochure and Conference flyers will be sent to all identified Nigerian Pharmacists on the list prior to each conference

While the process described above is focused on Pharmacists, the Membership Committee is working with the newly formed Pharmaceutical Science Focus Group to explore ways to attract more participation of the Pharmaceutical Scientists in NAPPSA

Creating the enabling environment for the various subprofessional groups to thrive enhances membership satisfaction and attracts new members into our fold. Similarly, sustained increase in Membership translates to increased revenues in dues, conference registration and new membership driven initiatives.



Ucheoma Nwizu, PharmD  
Chair

## Mentorship Committee

NAPPSA's collective body of professional knowledge and experience is a huge asset which NAPPSA is very proud of. It is the job of the Mentorship Committee to connect mentors and mentees to help advance the professional

growth of the mentees. The mentorship committee

ensures that young professionals seeking to start their careers, and experienced professionals seeking to change their professional lanes or make advancement in their chosen career have access to the right professional guidance to achieve their goals. Various activities of the Mentorship Committee towards achieving their objectives include the following:

- **Lift as You Climb:** The guiding philosophy of our Mentorship Committee is "Lift as you climb". Lift as you climb is borne from the idea that is your responsibility to guide those behind you on the professional ladder to be even more successful than yourself. Sharing your insight and knowledge to enable them avoid the pitfalls that you may or may not have fallen prey to in your own journey. A lot of progress was made in the accomplishment of this task in 2020. The Mentorship program made great strides in the accomplishment of this goal including:

- Completed 2 surveys of members and have identified mentees and members interested in serving as mentors
- Categorize interested participants according to the various sub-professional lanes
- Identify mentees through various channels (YP Campus Outreaches, Direct Solicitation for mentorship support, etc)
- Have commenced the matching of Mentors with Mentees
- Have commenced the development of Resources/Training to Mentors as required

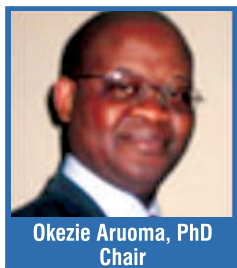
- **Collaboration with Other Committees:** The Mentorship Committee sees Value in collaboration and so in 2020 we collaborated with the Education, Scholarship and the Young Professional Committees to deliver the highly acclaimed CV Workshop. We shall work towards another version 2021

- **Plans for 2021:** In 2021, the Mentorship Committee will not only continue to drive the Lift As You Climb mentorship program but will launch the NAPPSA Career Advisory Seminar Series. The monthly seminar series will create a space for insightful conversations where accomplished professionals describe their



# COMMITTEE REPORTS

career and share how they navigated key training and career-related decision points to achieve their success. It is envisioned to be a very comprehensive series that covers all the various professional lanes within the pharmacy and Pharmaceutical Science career universe according to the NAPPSA career subprofessional paths below. Each seminar shall focus on one area of career opportunity and drill down to the granular layers of opportunities on that path.

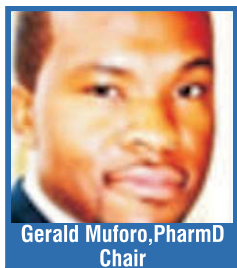


Okezie Aruoma, PhD  
Chair

## Program Committee

2020 may well be the finest hour in the history of the NAPPSA Program Committee. No other NAPPSA Committee had to take on the challenges of the COVID-19 Pandemic more frontally than the Program Committee. After

working so hard from the last quarter of 2019 to develop theme for the 2020 conference and investing a huge amount of energy and relational equity to line up a keynote Speakers, session Keynotes and other speakers for the conference in the first quarter of 2020, the Pandemic struck and rendered their work outdated and out of sync with the moment. They were forced to do it all over again, but this time in a virtual format, a whole new concept that has never been tried in the history of NAPPSA. The Program Committee demonstrated an admirable level of nimbleness in re-purposing our conference theme to focus on the issue of the moment, COVID-19. The thematic focus of the 2020 conference was an extension of the role NAPPSA played in thought leadership over the cause of this pandemic. The Conference covered everything COVID. It provided scientific clarity about COVID-19, from information about the disease, emerging therapeutics, to the socio-economic implications of COVID-19.



Gerald Muforo, PharmD  
Chair

## Publication and Website

The Publication committee is one of the busiest committee in NAPPSA because of the multiplicity of her responsibilities and big ticket items under its

portfolio. The Publication and Website Committee has within its umbrella, the Website, Newsletter and Journal Sub-Committees

- **Website Sub-Committee** – Chaired by Dr Gerald Muforo, the website committee commenced the process of creating a robust and befitting website for communicating NAPPSA's vision, Mission and programs. Their timeline for delivering on this mission is the first or second quarter of 2021
- **Newsletter** – The Newsletter sub-Committee is chaired by Dr Anayo Ukeje. It is their responsibility to create a rebranded Newsletter that will serve as an outlet for the NAPPSA story as it unfolds. Target launch of the Newsletter is First quarter of 2021.
- **NAPPSA Journal** – Sub-Committee Chair, Dr Okezie Aruoma, and the members of the Journal sub-Committee have been charged with establishing the framework and identifying the right partners for the establishment of a reputable peer review journal international repute. Target launch date is First or Second Quarter of 2021.



Jessica Njoku-Kesene, PharmD  
Chair

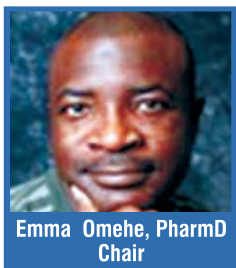
## Scholarship Committee

The NAPPSA Scholarship Committee had a very productive 2020. They completed a total overhaul of the NAPPSA Scholarship process including the creation of NAPPSA Scholarship Charter, and proposed content for

the NAPPSA Bylaws. They have standardized the Scholarship selection criteria and attracted more scholarship applications from Pharmaceutical Science Students. The committee is also actively seeking to identify new fundraising sources. The Committee identified 4 worthy scholarship awardees who received a total \$2500. It is worthy to note that for the first time in the Scholarship Award history, the Scholarship Committee was able to internally raise funds to support a scholarship award. Also their improved award process

# COMMITTEE REPORTS

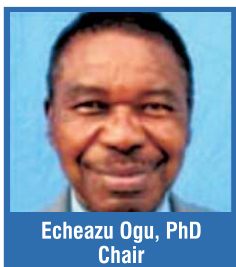
has attracted more applications from the pharmaceutical science students with the result that 2 out of the 4 Scholarship award winners in 2020 are pharmaceutical science students.



## Finance Committee

The NAPPSA Finance Committee supports the Treasurer in the management of NAPPSA's finances. Over the course of 2020, the Finance Committee was focused on tracking the organization's financial status as

well as studying her income sources and expenditure patterns. In the next year, the Finance Committee shall help NAPPSA with the development of the annual budget, identification of opportunities for savings in her expenditure, and ongoing review of the Association's financial status.



## Fellowship and Awards Committee

As a professional organization committed to excellence, NAPPSA values exemplary contributions towards the achievement of her vision and objectives. NAPPSA Fellowship and Awards program is

designed to recognize individuals whose contributions meet that criteria. In 2021, the Fellowship and Awards Committee commenced a stock taking of all awards and awardees in the history of NAPPSA with a view to creating a benchmark for updating award criteria and planning future awards. We are looking forward to the recommendations they will come up with in 2021.



## Young Professionals

The year 2020 was one of the most accomplished year for the Young Professionals (YP) Committee. Following the new energy injected by new members at the 2019 Conference and imbued by the support of the

NAPPSA leadership, the YP made huge strides in 2020. Amongst its many accomplishments include the following:

- Launching of the YP Campus Outreach Events
- YP completed an overhaul of the YP section of the NAPPSA By-Laws and made huge suggestions for modifications
- Launching of the YP Hangout series
- Greater collaboration with other NAPPSA Committees
- YP provided large contribution to NAPPSA Virtual 3K Run Fundraiser
- Successful survey of the YP members to gauge how the YP Committee can better serve the YP members
- YP Committee increased her outreach activities leading to increased membership recruitment
- YP facilitated a young professional focused session at the 2020 NAPPSA Annual Conference
- YP driving the increase of NAPPSA's social media presence in part with the creation of the "Social Media Team"
- Increased representation of the YPs in other NAPPSA committees





# 2020 NAPPSA Scholarship Recipients

## 2020 NAPPSA-Pfizer Scholarship

### RECIPIENT

“

The NAPPSA scholarship will serve as a catalyst for me to achieve my aspirations. I will work to encourage more pharmacy students to join NAPPSA to help them continue their growth and professional development.

*Uzo Abajue*  
Pharm.D Candidate  
Texas Southern University



## 2020 NAPPSA-Auburn Scholarship

### RECIPIENT

“

NAPPSA's generosity has inspired me to help others and give back to the community. I hope one day I will be able to help students achieve their goals just as NAPPSA has helped me.

*Victoria Oshunkentan*  
PCOM-GA / Pharm.D Candidate  
Class of 2021  
Student Ambassador



## 2020 NAPPSA-Auburn Scholarship

### RECIPIENT

“

The scholarship will ease the financial burden I bear as a student and enhance my ability to achieve my goals. My interests and goals align with the goal of NAPPSA and so I will help foster NAPPSA's vision and objectives.

*Catherine Ladipo*  
University of Maryland  
PhD Candidate  
Pharmaceutical Science



## 2020 NAPPSA-Pfizer Scholarship

### RECIPIENT

“

The NAPPSA scholarship would help me get a new laptop for my research, pay student fees and health insurance for the Fall semester

*Adeoluwa Adeluola*  
MSc Candidate  
Marshall University  
School of Pharmacy



# About NAPPSA

The Nigerian Association of Pharmacists and Pharmaceutical Scientists in the Americas (NAPPSA), Inc was founded in 2006 and headquartered in Cincinnati, Ohio, USA. It is a diverse association with pharmacists, pharmaceutical scientists, allied pharmaceutical professionals, academia, student pharmacists, and pharmacy technicians, working in pharmaceutical industry, government, research universities, hospitals, and the community.

The over 7,000 professionals in the NAPPSA network are drawn from all spheres of the pharmaceutical value chain from. Through information, education, and advocacy, NAPPSA empowers its members to improve medication use and advance patient care.

Since inception, NAPPSA has successfully organized well-attended annual scientific conferences to facilitate exchange of scientific knowledge and ideas, relevant to the improvement of the health infrastructure and the health needs of the global community.

## How NAPPSA Works

The NAPPSA Board of Trustees is responsible for setting the broad direction of the Association and development of strategies for implementing NAPPSA's Vision and Mission. All the Policy ideas and proposals developed by

the NAPPSA Board must be approved and ratified by the NAPPSA General Assembly at the Annual General Meetings (AGM) in September of each year.

## The Diversity of NAPPSA Membership

NAPPSA members are drawn from the multiple spheres of the Pharmaceutical continuum, each with immeasurable value to the whole:

- Pharmacists: Including clinical, hospital and community pharmacists.
- Pharmaceutical Scientists: Drawn from Industry in Manufacturing, Regulatory, and others. Mainly Scientists conducting basic, clinical, economic, social, administrative, and other areas of research.
- Allied Health Professionals: Other members of the healthcare teams that work with pharmacists and pharmaceutical scientists
- Academicians: Faculty members from Universities and Pharmacy Schools, and Research Institutions.
- Young Professionals: A thriving young and emerging professionals. Many are students who are enrolled in pharmacy



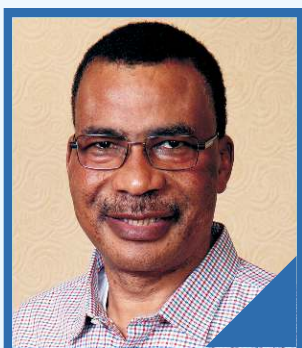


# NAPPSA Leadership

## EXECUTIVES



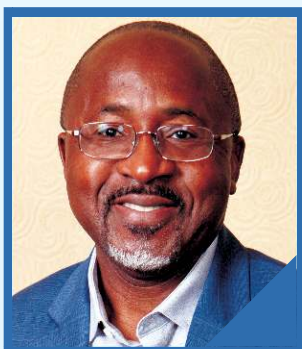
**Anthony C. Ikeme**, PhD  
President



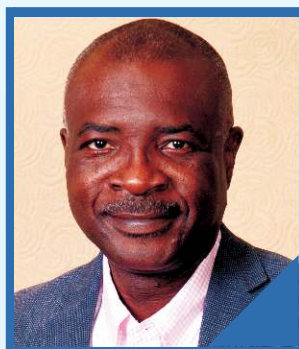
**Leo C. Egbujiobi**, R.Ph, MD  
Immediate Past President



**Teresa Pounds**, PharmD, BCNSP  
President-Elect



**Aloysius Ibe**, R.Ph, Dr.PH  
Secretary



**Emmanuel Omehe**, R.Ph  
Treasurer

2019-2020

# NAPPSA Board of Trustees



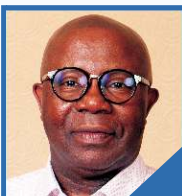
Adolphus Akaniru, RPh



Angela Kanu, RPh, PhD



Patrick Nwakama, PharmD, BCPS



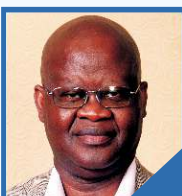
John Anozie, RPh



Nkiru Mbionwu, PharmD, BCSCP



Gbenga Olajide, RPh



Okezie Aruoma, MBA, PhD, DSc



Gerald Muforu, PharmD, MBA



Nonye Onyewuenyi, PhD



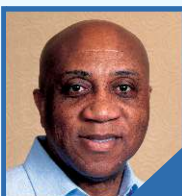
Edna Chima, PharmD



Uche Ndefo, PharmD, BCPS



Emelia Orubele, RPh



Emeka Chinaka, PharmD



Vern Ohaya, RPh, MBA



Queen Ozigboh, PharmD



Nneka Cos-Ononkwor, PharmD, MBA



Kate Okpukpara, PharmD



Anayo Ukeje, PhD



Ahmed I. Yakasai, B.Pharm, FPSN

2019-2020





# NAPPSA Committee Chairs

## **Program Committee**

Chair: Okezie Aruoma, MBA, PhD, DSc  
Co-Chair: Chinyere Onyebuchi, PhD

## **Ethics Committee**

Chair: Angela Kanu, RPh, PhD

## **Business-2-Business**

Chair: Emmanuel Ezirim, RPh, FNAPPSA

## **Education Committee**

Chair: Uche Ndefo, PharmD, BCPS

## **Fundraising Committee**

Chair: Ken Shobola, PharmD  
Co-Chair: Emmanuel Ezirim, RPh, FNAPPSA

## **Mentoring Committee**

Chair: Ucheoma Nwizu, PharmD

## **Audit Committee**

Chair: Patrick Nwakama, PharmD, BCPS

## **By-Laws Committee**

Chair: Leo Egbujiobi, R.Ph, MD, FNAPPSA

## **Archive Committee**

Chair: Aloysius Ibe, R.Ph, Dr.PH

## **Fellowship and Awards Committee**

Chair: Echeazu Ogu, PhD

## **Archive Committee**

Chair: Aloysius Ibe, R.Ph, Dr.PH

## **Finance Committee**

Chair: Emmanuel Omehe, R.Ph, FNAPPSA

## **Membership Committee**

Chair: Emelia Orubele, RPh

## **Young Professionals Committee**

Chair: Chinedu Chukwu, PharmD

## **Scholarship Committee**

Chair: Jessica Njoku, PharmD

## **Publications & Website Committee**

Chair: Gerald Muforo, PharmD, MBA

## **Newsletter Sub-committee**

Anayo Ukeje, PhD

## **NAPPSA Rep on PSN Board**

Kunle Tometi, PharmD, FNAPPSA

## **PharmD Reciprocity Coordinator**

Nkiru Mbionwu, PharmD



## **NAPPSA Office Management Team**



**Tyanna Robertson**  
Admin Associate



**Latisha Dutch**  
Leader



**Charlene Mayes**  
B-2-B Coordinator



**Tonya Bailey**  
Admin Associate



# **NAPPSA FINANCIALS**

## Statement of Financial Position

December 31 2019 and 2020

	2019	2020
<b>ASSETS</b>		
Current Assets		
Chase-Checking & Savings	224,127.00	423,780.00
Total Checking & Savings	224,127.00	423,780.00
Other Current Assets		
Pledges Receivable	9,750.00	0.00
Total Other Current Assets	9,750.00	0.00
Total Current Assets	<u>233,877.00</u>	<u>423,780.00</u>
Fixed Assets		
Furniture and Equipment	9,461.00	0.00
Accumulated Depreciation	-8,052.00	0.00
Total Fixed Asset	<u>1,409.00</u>	<u>0.00</u>
<b>TOTAL ASSETS</b>	<u><b>235,286.00</b></u>	<u><b>423,780.00</b></u>
<b>LIABILITIES &amp; NET ASSETS/FUND BALANCES</b>		
Current Liabilities	0	0
Long Term Liabilities	0	0
Total Liabilities	0	0
<b>NET ASSETS/FUND BALANCES</b>		
Unrestricted Net Assets	183,286.00	371,780.00
Restricted Net Assets	<u>52,000.00</u>	<u>52,000.00</u>
Total Net Assets/Fund Balances	<u>235,286.00</u>	<u>423,780.00</u>
<b>TOTAL LIABILITIES &amp; NET ASSETS/FUND BALANCES</b>	<u><b>235,286.00</b></u>	<u><b>423,780.00</b></u>



## Statement of Activities

Year Ended December 31, 2019 and 2020

	2019	2020
<b>REVENUE</b>		
Conference, Corporate Sponsorship	112,623.00	173,469.00
Buying Group Partnership	81,770.00	107,800.00
Membership Dues	28,600.00	13,350.00
Interest and Other Income	146.00	
<b>TOTAL REVENUE</b>	<b><u>223,139.00</u></b>	<b><u>294,619.00</u></b>
<b>EXPENSES</b>		
Program Services		
Advertising and Promotion	5,609.00	1,896.00
Audio, Visual, Photography and Videography	19,176.00	
Conference Set-up, Registration and Workshop	27,093.00	680.00
Conference Banquet and Entertainment	56,273.00	1,055.00
Conference Supplies and Plaques	820.00	1,983.01
Contractual Office Staffing	7,000.00	
Scholarship & Conference Awards	1,500.00	10,000.00
Medical Mission	5,420.00	
Occupancy, Hotel Service Charge and Hospitality	31,535.00	5,000.00
<b>Total Program Services</b>	<b><u>169,660.00</u></b>	<b><u>20,614.01</u></b>
<b>SUPPORTING SERVICES/OTHER INVESTMENTS</b>		
Office and Technological Supplies	5,942.00	2,193.00
Management and General	45,391.00	41,344.00
Accounting and Audit	0.00	4,745.00
COVID-19 PPE Donation	0.00	7,554.00
NAPPSA Website Design	0.00	3,153.00
NAPPSA Journal Expenditure	0.00	4,850.00
<b>Total Supporting Services</b>	<b><u>51,333.00</u></b>	<b><u>63,839.00</u></b>
<b>TOTAL EXPENSE</b>	<b><u>220,993.00</u></b>	<b><u>84,453.00</u></b>
Changes in Net Asset	2,146.00	0.00
Net Asset at the beginning of the Year	245,943.00	219,741.00
Increase/Decrease in Net Assets	-12,803.00	210,166.00
<b>NET ASSETS AT THE END OF THE YEAR</b>	<b><u>\$235,286.00</u></b>	<b><u>429,907.00</u></b>

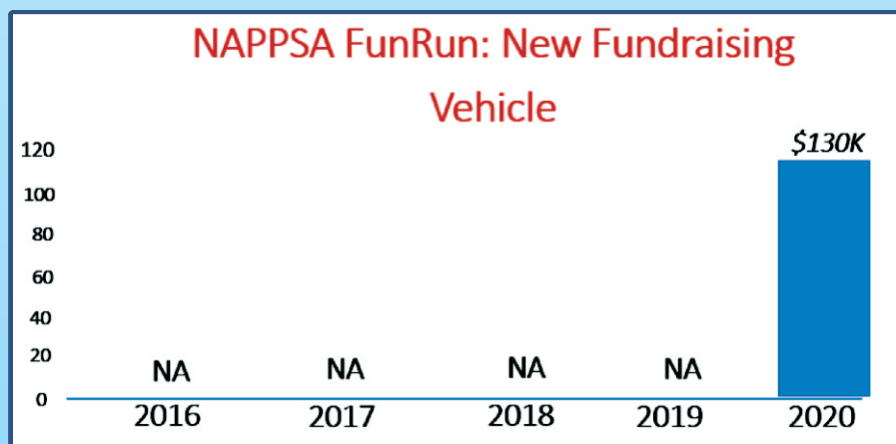
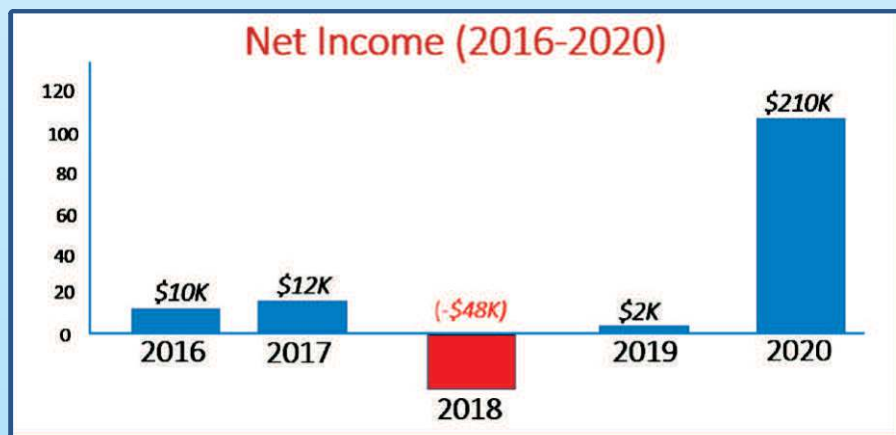
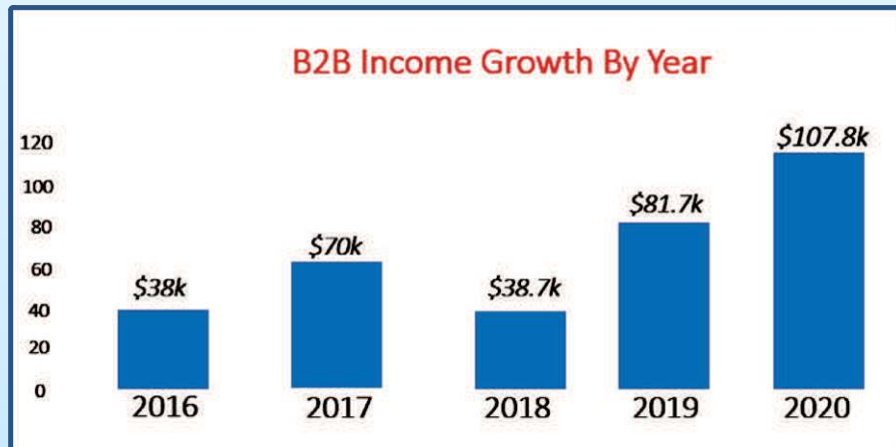
# Learning the Lessons from our Experience

## Historical Statement of Financial Position: A 5-Year Snapshot (2016-2020)

	2016	2017	2018	2019	2020
<b>ASSETS</b>					
Current Assets					
Chase-Checking & Savings	269,353.00	282,416.00	233,005.00	224,127.00	423,780.00
Total Checking & Savings	269,353.00	282,416.00	233,005.00	224,127.00	423,780.00
Other Current Assets					
Pledges Receivable	8,700.00	9,200.00	10,750.00	9,750.00	0.00
Total Other Current Assets	8,700.00	9,200.00	10,750.00	9,750.00	0.00
Total Current Assets	<u>278,053.00</u>	<u>291,616.00</u>	<u>243,755.00</u>	<u>233,877.00</u>	<u>423,780.00</u>
Fixed Assets					
Furniture and Equipment	9,461.00	9,461.00	9,461.00	9,461.00	0.00
Accumulated Depreciation	-5,479.00	-6,519.00	-7,273.00	-8,052.00	0.00
Total Fixed Asset	3,982.00	2,942.00	2,188.00	1,409.00	0.00
<b>TOTAL ASSETS</b>	<u><b>282,035.00</b></u>	<u><b>294,558.00</b></u>	<u><b>245,943.00</b></u>	<u><b>235,286.00</b></u>	<u><b>423,780.00</b></u>
<b>LIABILITIES &amp; NET ASSETS/FUND BALANCES</b>					
Current Liabilities	0	0	0	0	0
Long Term Liabilities	0	0	0	0	0
Total Liabilities	0	0	0	0	0
<b>NET ASSETS/FUND BALANCES</b>					
Unrestricted Net Assets	230,035.00	242,558.00	193,943.00	183,286.00	371,780.00
Restricted Net Assets	52,000.00	52,000.00	52,000.00	52,000.00	52,000.00
Total Net Assets/Fund Balances	<u>282,035.00</u>	<u>294,558.00</u>	<u>245,943.00</u>	<u>235,286.00</u>	<u>423,780.00</u>
<b>TOTAL LIABILITIES &amp; NET ASSETS/FUND BALANCES</b>	<u><b>282,035.00</b></u>	<u><b>294,558.00</b></u>	<u><b>245,943.00</b></u>	<u><b>235,286.00</b></u>	<u><b>423,780.00</b></u>



## Key to our Financial Progress: A 5-Year Snapshot





# 2021:

## Setting New Targets

- **Journal**

**W**e have started the journey to establishing the official NAPPSA Journal, a core part of the 10-Year Strategy Plan. The journal (American Journal of Pharmacotherapy and Pharmaceutical Sciences, AJPPS) will help raise our organizational profile and serve as an outlet for our scholarly inclined pharmacists and pharmaceutical scientists to achieve professional fulfillment. Scientific Scholar has been identified as the publisher we will partner with to accomplish this objective. Target launch of the journal will be the second or third quarter of 2021.

- **Career Advisory Seminar Series**

The Career Advisory Seminar series (CAS) is set to launch in the first quarter of 2021. NAPPSA's commitment to the professional health and fulfillment of her membership is core to its existence. As we continue to evolve and grow to greater heights, we will keep adding new ways to address the professional needs of the members. This is why we have set a target to launch the NAPPSA CAREER ADVISORY SEMINAR Series. The monthly seminar series will create a space for insightful conversations where accomplished professionals describe their career and share how they navigated key training and career-related decision points to achieve their success.

It is envisioned to be a very comprehensive series that covers all the various professional lanes within the pharmacy and Pharmaceutical Science career universe according to the NAPPSA career subprofessional paths below. Each seminar shall focus on one area of career opportunity and drill down to the granular layers of opportunities on that path. Target Delivery Date is First Quarter of 2021.

- **News Magazine**

Plans have been completed to rebrand and relaunch the official NAPPSA News Magazine in the first quarter of 2021. The News Magazine will go by the name NAPPSA Digest and will be a quarterly publication that will tell the NAPPSA story as it unfolds.





**NAPPSA, Inc.**