

2023



WAFP

WISCONSIN ACADEMY
OF FAMILY PHYSICIANS

Annual Report



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President's Message

Family physicians support families through life's highs and lows. They understand the human heart as well as the human spirit.

Reflecting on 2023, one theme stood out: **connection**. In an increasingly online world, we risk losing touch with each other, especially following the isolation of COVID-19. WAFP provided countless opportunities for connection through CME courses, advocacy, and social events, fostering a sense of community and collaboration.

These connections are crucial for achieving the goals of our 2023-2025 Strategic Plan: to Promote "Healthy Physician – Healthy Practice – Healthy Patients"; to Nurture and Develop Family Physician Leaders; to Promote Family Medicine Advocacy; and to Grow and Maintain a Family Medicine Workforce.

Sincerely,
Eric Stader, MD
WAFP President



Mission

The mission of the WAFP is to promote excellence in health care and to improve the health of the people of Wisconsin through the advancement of the art and science of Family Medicine, the specialty of Family Medicine and the professional growth of Family Physicians.

Member Testimonial



"The Academy has been my valued partner at every stage of my career; student, resident, practicing physician and medical educator. The WAFP connects me to my peers, fosters my professional growth and provides the resources necessary to promote excellent care to my patients and education to my students. WAFP is an indispensable asset that I can't do without."

Lisa Grill Dodson, MD

Campus Dean, MCW Central Wisconsin

2023 Highlights pt. 1



PROMOTE “HEALTHY PHYSICIAN – HEALTHY PRACTICE – HEALTHY PATIENTS”

75th Anniversary Celebration

WAFP celebrated its 75th anniversary with 49 members attending. The event marked our first in-person CME in five years, offering up to 4.00 Live AAFP Prescribed credits. Held at the Ridge Hotel on Lake Como in Lake Geneva, the celebration honored the past while looking ahead to future challenges in medicine, including discussions on Health Equity, Personalized Medicine, and Climate Change's impacts on Human Health.



NURTURE AND DEVELOP FAMILY PHYSICIAN LEADERS

NCCL

WAFP proudly sent delegates representing women, BIPOC, new physicians, LGBTQ+ physicians/allies to AAFP's National Conference of Constituency Leaders (NCCL) held May 9-11 in Kansas City. The NCCL is a premier leadership development event that empowers selected leaders to drive positive change in family medicine. Our delegates participated in electing national officers, enhancing their leadership skills, and engaging in educational sessions, ensuring they are well-equipped to advocate for relevant issues within their constituencies and practices.



Workgroups/Committees

WAFP offers several committees and workgroups that focus on various aspects of family medicine. The **Health Equity & Anti-Racism Workgroup** integrates health equity into WAFP's strategic plan. The **Leadership Development Workgroup** identifies resources and training opportunities for members to grow. The **Legislative Committee** reviews policies affecting medicine, coordinates lobbying efforts, and involves members in the legislative process. The **Physician Wellbeing Workgroup** promotes wellness information and opportunities for WAFP members. The **Student & Resident Leadership Committee** develops programs for student and resident leaders, acts as liaisons between WAFP and medical schools/residency programs, and coordinates participation in events like Doctor Day and National Conference. These committees and workgroups offer members opportunities to get involved, contribute to the organization's mission, and support the professional growth of family physicians in Wisconsin.

2023 Highlights pt. 2



PROMOTE FAMILY MEDICINE ADVOCACY

Doctor Day

On June 15, 53 WAFP members joined fellow Wisconsin Family Physicians at the State Capitol for Doctor Day to advocate for change. AMA President Dr. Jesse M. Ehrenfeld discussed post-pandemic challenges and the adaptability required in medicine.

Doctor Day emphasized connection and collaboration. The State Agency Round Table featured Nathan Houdek, Commissioner of Insurance, and Dr. Ryan Westergaard, Chief Medical Officer of the Wisconsin Department of Health Services, fostering dialogue and progress.

Legislative discussions focused on APRN legislation and extended Medicaid coverage for new moms. Breakout sessions included Communication/Media Training, Physician Wellness, and a Legal update.

Doctor Day celebrated family medicine's unity, exchanging ideas, and shaping a healthier Wisconsin.

PAC

Thank you to all WAFP members who contributed to our Political Action Committee (PAC). Your generous support raised **\$6,973.74**, enabling us to advocate for legislation that impacts Family Medicine. The WIFamMedPAC collects member contributions to support political candidates who align with our mission, strengthening our lobbying efforts, grassroots advocacy, and political support to influence healthcare policies effectively. Your contributions help us build vital relationships with legislators and increase our presence in the State Capitol.

Legislative Wins

In 2023 WAFP successfully advocated:

1. \$3.5million of additional funding for the Department of Safety and Professional Services to speed up approval of professional licenses for physicians and others
2. A \$3.5 million increase in funding for residency programs
3. Improvements to the Prescription Drug Monitoring Program (PDMP)



2023 Highlights pt. 3



GROW AND MAINTAIN A FAMILY MEDICINE WORKFORCE

Student & Resident Leadership Summit

Family Physicians are lifelong learners. With the medical landscape always evolving, WAFP is dedicated to supporting students and residents, investing in the future of medicine.

On August 10, 14 enthusiastic future physicians representing 6 different residencies attended the Student & Resident Leadership Summit. They came eager to learn and share ideas.

Participants received information on practice opportunities in Wisconsin, negotiating employment contracts, managing conflict, and controlled substance prescribing requirements. Advocacy and legislative engagement sessions empowered them to fight for their profession and patients.

AAFP President-Elect Steven Furr, MD, FAAFP, inspired attendees with his achievements, showing what hard work can accomplish.

One participant had this to say: "There are so many opportunities out there and it's great to learn about them and connect with other teams."

The passion of these students and residents proves the future of Family Medicine is in good hands.



Residency Visits

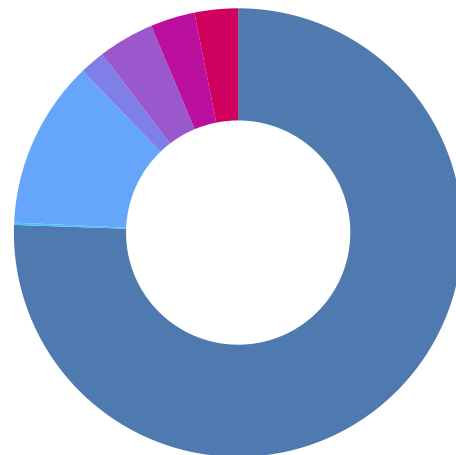
In 2023, WAFP traveled to 16 residencies across the state to inspire the next generation of Family Physicians. These informative sessions included such topics as advocacy, maintenance of certification, contracts/negotiations, loan repayment, healthcare reform, and much more.

Expenses

Member Services — \$557,053.16
 Executive Committee Discretionary — \$1,195.10
 Advocacy — \$89,220.03
 Member Value — \$13,371.44
 75th Anniversary Event — \$29,828.40
 Promoting FM Workforce — \$23,618.04
 Leadership Development — \$23,093.00

Total: **\$737,379.17**

Member services
 Executive Committee Discretionary
 Advocacy
 Member Value
 75th Anniversary Event
 Promoting FM Workforce
 Leadership Development

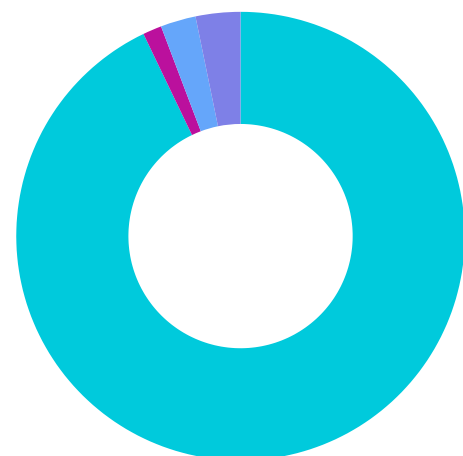


Income

Operating Revenue — \$602,263.51
 75th Anniversary Event Revenue — \$8,800.00
 Education & AAFP Grants — \$16,500.00
 Non-dues revenue & Misc Revenue — \$20,893.35

Total: **\$648,456.86**

Operating Revenue
 75th Anniversary Event Revenue
 Education & AAFP Grants
 Non-Dues Revenue & Misc. Revenue



Net Ordinary Income — (\$88,922.31)
 Investment Income — \$58,646.32
 Total Net Income — (\$30,275.99)

Membership

Membership Categories

Active: 1894

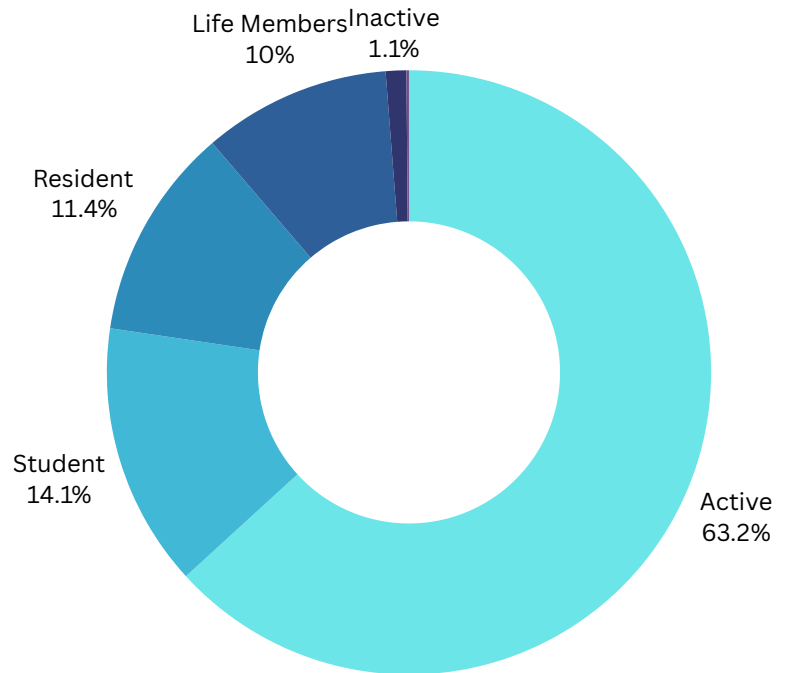
Student: 423

Resident: 341

Life Members: 301

Inactive: 33

Supporting: 4



The WAFP has nearly 3,000 members, making the WAFP the single largest physician specialty group in Wisconsin. The WAFP is governed by a 22-member board of directors.

Membership Practice Data:

26% practice in a rural setting

22% practice in an urban setting

76% are employed

10% are self employed

79% would encourage medical students to choose Family Medicine

52% under the age of 50

Strategic Plan

Approved by the WAFP Board of Directors on 1/21/23

The areas of focus agreed to for the 2023–2025 strategic plan were as follows:

Promote “Healthy Physician – Healthy Practice – Healthy Patients”

Goal 1: Help members with practice issues

- Help patients better understand insurance plans
- Better business training at medical school and in residency
 - WAFP to develop residency program presentation on the business of medicine
- Strategies/Look at ways to retain clinic staff
- Help members and patients understand judicious use of care
- Model and support ways to incorporate DEI principles in practice
- Promote patient wellbeing

Goal 2: Promote practice transformation

- Promote more research and communication with members on DPC
- Support members in managing admin burden
- Explain the value of family medicine – show the downstream savings in future healthcare expenses
- Promote practice styles that are inviting and inclusive to all the people of Wisconsin

Goal 3: Help members with wellbeing and burnout issues

- Focus on reducing administrative burden
- Help trainees leverage their worth in contracts, negotiations, etc.
- Address expectations in “part-time” desires
 - Work to make the preference match the practice
 - Physician preference is to work 40 hours a week. In practice, most actually work 55–60 hours a week
- Keep coverage for virtual visits

Goal 4: Actively assist members with CME, MoC and MoL

- Offer sessions on DEI

Strategic Plan (cont.)

Promote Family Medicine Advocacy

Goal 1: Develop and promote family physicians as health policy leaders and partners

- Continue to be the voice of reason for organized medicine.
- Increase engagement in the advocacy process at all levels of membership (students, residents, practicing physicians)
 - Increase PAC contributions
 - Increase members giving testimony and serving as key contacts
- Advocate for Primary Care Investment legislation and educate members
- Educate policy leaders on the value of Family Medicine

Goal 2: Advocacy in Legislation

- Focus on introducing legislation where appropriate
- Promote workforce incentives
- Address scope of practice and health equity
- Continue to partner with WMS and others on mutual legislation and advocacy

Goal 3: Advocate for full scope family physician friendly practice of medicine to support all family physicians and patients

- Provide support for members who practice within large health systems and those who want to or do practice in other models (small group practice, independent practice, DPC, etc.)
- Provide data, resources, and advocacy for members in issues relating to health systems (scope of practice, using our voice, etc.)
 - Provide information and resources to members about alternative practice models
 - AAFP has DPC toolkits that we can share with members.

Nurture and Develop Family Physician Leaders

Goal 1: Nurture the development of Family Physician leaders in communities, practices and WAFP/AAFP

- Expand diversity.
- Encourage students and residents to run for AAFP national positions.

Goal 2: Support family medicine leadership in academic settings

- Provide support for students and residents to participate in research projects
 - Promote time for research during residency
 - Connect students and residents with attendings doing the research
- Promote more time for family physicians to do research

Strategic Plan (cont.)

Grow and Maintain a Family Medicine Workforce

Goal 1: Identify opportunities for public health and family medicine to collaborate with a focus on DEI and social determinants of health

- Charge a workgroup comprised of student & resident workgroup and Health 3P's workgroup members to collaborate on public health efforts

Goal 2: Recruit and Retain Family Physicians

- Create value for student membership.
- Identify and implement strategies to assist with preceptor recruitment, retention, and training.
- Provide educational opportunities for FMIG activities.
- Create opportunities for students and residents to become engaged in legislative efforts.
- Identify opportunities to reach out to pre-med students. Develop pre-med pathway.
- Encourage and support residents with wellbeing and anti-burnout activities and education.
- Retain – convey how well primary care (family medicine) is supported in Wisconsin
- Promote and make Family Medicine more attractive to those already interested in medicine by:
 - Reducing the stigma
 - Telling positive stories
 - Describe what Family Medicine is really like in recruiting efforts
 - Expand grant program and loan repayment to adjust to the increasing costs of medical school and rising cost of living

Goal 3: Create strategies to assist AAFP in achieving the goal of 25% of students selecting FM by 2030

- How do you convince medical schools that 25% is what's needed?
- How can we influence and get more FM residencies in Wisconsin to support 25% of graduating med students to go into FM?
- Leverage connections to push the message of FM and what it's really like to the public through social media
- Promote the full scope of Family Medicine and the impact that Family Physicians have on their communities.

Board of Directors

- Eric Stader, MD — President / AAFP Alternate Delegate
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- Vacant 1st Vice President
- Erin Morcomb, MD — 2nd Vice President
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- Zachary Baeseman, MD, MPH, FAAFP — Foundation President
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- Beth Damitz, MD — Director
- Hector Lopez, MD — Director
- Diana Flint, MD — Director
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- Kim Hardy, MD — Director
- Khalyne Johnson-Moss, MD — Director
- Jeremy Waldhart, DO — Director
- Tom Joles, MD — Director
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- Jesslyn Hendrickson — Student Director
- Megan Cory, MD — Resident Director
- Sarah Hotovy, MD — Resident Director
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- Ken Schellhase, MD — AAFP Delegate
- Karina Atwell, MD — AAFP Alternate Delegate
- Rodney Erickson, MD, FAAFP — Board Chair
- Larry Pheifer — Executive Director
- Brandon Wimmer, CAE — Deputy Executive Director
- Tim Hoven — Lobbyist