

COLORADO FOOT AND ANKLE SOCIETY

Board of Directors Meeting Minutes

Date: January 13, 2026

Date: 6:30pm

Location: Virtual (Zoom)

1. Call to Order

The meeting was called to order at **6:30 PM** by **Dr. Anna Weber, President**.

2. Attendance

Present: Dr. Anna Weber, Dr. Amber Kavanagh, Dr. Thomas Ehlers, Dr. Eric Jaakola, Dr. Kevin Blue, Dr. Rene Kafka, Dr. Lauren Molchan, Dr. Matt Gorski, Dr. Raquel Litherland, Dr. Alexandra Osorio, Mr. David Wentz, Dr. Marc House, Mrs. Ashley House (Executive Director)

Guests / Advisors: Jennifer Miles, Lisa Ward

A quorum was present.

3. Approval of Prior Minutes

- The **October 16, 2025 Board of Directors Meeting Minutes** were reviewed and **approved as submitted**.
 - The **October 17, 2025 Annual Business Meeting Minutes** were reviewed and **approved as submitted**.
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4. Welcome & Introductions

- **Dr. Rene Kafka** was formally welcomed as a new CFAS Board Member.
 - **Dr. Ally Osorio, DPM** (Denver Health) was welcomed as the Resident Representative.
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5. Sunset Review, Legislative Strategy & Introduction to CFAS Lobbyist

- **Sunset Review Update:** Dr. Weber provided an update on the DORA Sunset Review and ongoing legislative considerations affecting podiatric governance in Colorado. The Board was introduced to **Frontline Public Affairs** as CFAS's lobbying group. Discussion followed regarding CFAS's advocacy posture and engagement strategy.
- **Frontline Public Affairs** (Jennifer Miles & Lisa Ward) presented on the 2026 Sunset Review process. The DORA recommendation #1 proposes eliminating the Colorado Podiatry Board and consolidating regulation under the Medical Board. Key concerns raised: Substantial increase in time commitment for podiatrists serving on the Medical Board (monthly full-day meetings + prep). Lack of demonstrated financial benefit to licensees. Risk of podiatrists being required to review non-podiatric medical cases. Frontline clarified: Scope of practice cannot be changed by the Medical Board without legislative action. Boards are cash-funded, so consolidation does not reduce the state's general budget.
 - Board Vote: CFAS voted unanimously to oppose Recommendation #1 of the Sunset Report (board consolidation), while supporting all other sunset recommendations.
 - **Motion:** Oppose Recommendation #1 only
 - **Seconded:** Yes
 - **Vote:** Unanimous approval

6. Reports

President's Report – Dr. Anna Weber

- **Board Expectations:** The importance of Board member participation in **Board meetings** and the **Annual Conference** was emphasized.
- **APMA House of Delegates (HOD):** Dates confirmed for **March 13–18, 2026** in Washington, DC. Approved CFAS funding for: Dr. Jacola (Delegate), Dr. Anna Weber (Alternate / President), Dr. Amber Cavanaugh (Emerging Leaders Program participant), Ashley House (Executive Director). The total cost will slightly exceed the original budget; however, the Board agreed that the leadership value justifies the expense.
 - Board Vote: CFAS voted unanimously to fund four attendees to attend the 2026 HOD
 - **Motion:** Approve funding for HOD attendees
 - **Seconded:** Yes
 - **Vote:** Unanimous approval
- **Membership & Recruitment:**
 - Review of current membership numbers. Total licensed podiatrists in Colorado (per DORA list): **288** / Current CFAS membership: **84**

- Approved strategy for personal outreach and incentives.
 - Action items:
 - Target recent lapsed members first
 - Personal outreach by board members (5–10 contacts each) /Email + follow-up calls/texts
 - Emphasize advocacy efforts (Sunset Review opposition)
 - Social media engagement and resident involvement approved.
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Secretary-Treasurer's Report – Dr. Amber Kavanagh

- A written financial report was reviewed
 - 2025 operated at a net loss, attributed to: Increased conference costs at a new venue, added assistants conference & sponsorship of residence/students. One-time tax filing expenses from prior years. 25% decline in membership over two years.
 - A plan is in place to show a net gain for 2026.
 - The organization remains financially stable & will continue monitoring of expenses
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State Advocacy Forum – Dr. Eric Jaakola

- Dr. Jaakola reported on the **State Advocacy Forum in Boston**.
 - Based on cost and value, it was determined that the forum is **not necessary to attend in future years**.
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Executive Director Report – Mrs. Ashley House

- **2025 Annual Conference Report:**
 - Total attendees: **198** / Colorado members: **41**
 - The 2025 Annual Educational Meeting was one of CFAS's strongest events in terms of attendance, sponsorship income, and exhibitor participation. The conference demonstrated the Society's growing influence and educational value. Attendee & Exhibitor satisfaction remained extremely high, with consistently excellent/very good ratings across management, A/V, speaker quality, networking, and non-CME activities. Operationally, expenses increased significantly, primarily due to higher hotel/F&B minimums, speaker fees, resident sponsorship and ASPMA program costs. With targeted adjustments the 2026 event can return to a positive margin. Overall, CFAS delivered an outstanding educational, networking, and exhibitor experience and continues to be viewed as the premier foot & ankle conference in the region.
 - **Conference Planning – Key Decisions**
 - Late registration fee: +\$100

- Assistant Program registration increased to \$200–\$225 to cover food costs
 - Speaker honorarium reduced to \$250 per 30 minutes (+ travel stipend)
 - Explore exhibitor paid speaking slots and à-la-carte sponsorship add-ons
 - **2027 Conference Dates – The Inverness:** October 7–9, 2027
 - **APMA x State Executive Director Meetings:** Q3 Summary and minutes were reviewed: Key topics: Data Integrity & Membership Systems Are the Top Operational Priority. Governance Modernization Is Actively Underway. Membership Retention Is Strong, but Requires Active Management. New tools (Advocacy Impact Report, benefits one-pager, payment flexibility, compensation survey) are being leveraged to retain and re-engage members, especially younger DPMs. Advocacy & Policy Efforts Are Expanding and Data-Driven: Launching a Medicaid Toolkit for states & using short surveys and data to support advocacy
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7. New Business

- **Interstate Podiatric Medical Licensure Compact:** An overview of the initiative was presented and discussed. The Board agreed to continue monitoring developments.
 - **Susan Millwee Scholarship:** The scholarship materials were reviewed. A **Scholarship Committee** consisting of **three Board Members** will oversee the review and selection. Dr. Thomas Ehlers, Dr. Amber, Dr. Rene Kafka
 - **Recruitment Subcommittees: Digital / Website:** Updates and proposal reviews discussed. Dr. Alexandra Osorio & Mrs. Ashley House will lead.
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7. Open Discussion

Board members engaged in open discussion regarding advocacy, recruitment priorities, and member engagement. No formal motions were made.

8. Next Meetings

2026 Meeting Schedule

- **January (Virtual):** Tuesday, January 13, 2026 – 6:30 PM
- A poll will be sent to determine dates:
 - **April (In-Person):** April 14 or April 21 (location TBD) – 6:30 PM
 - **August (Virtual):** August 11 or August 18 – 6:30 PM
- **October (In-Person):** Thursday, October 8, 2026 – 5:00 PM – The Inverness

9. Adjournment

With no further business, the meeting was **adjourned at approximately 8:20 PM.**