



evolve
ALLIED HEALTH



YOUR PARTNER
IN **HEALTH.**

YOUR PARTNER
IN **LIFE.**



CEO MESSAGE

Thank you for your interest in Evolve Allied Health. Whether you are a recent graduate looking to establish your practice or a veteran physician looking for a change, I am confident you can find your healthcare home here. It is my privilege to helm an organization that is truly committed to creating the best possible experiences and outcomes for our patients and the communities we serve. As the Okanagan's population has boomed over the last decade, there is even greater need to provide residents with access to essential healthcare services. Our time-tested and sustainable operating model has enabled us to not only survive, but thrive through the many challenges that the past 5 years have presented the healthcare industry.

Founded in 2016, Evolve Allied Health is an established organization with a strong reputation in the communities we serve. From a business perspective, our revenue is healthy and our trajectory is positive. The numbers back this up:

**Fiscal
Year
2024**

- In fiscal year 2024, Evolve Allied Health provided more than 163,000 patient visits.
- Fiscal year 2024 gross annual revenue was \$3.45 million, representing a 70% year-over-year growth rate from fiscal year 2023.
- Year-to-date gross revenue is up 3.8%, over the same period last year.

Evolve Allied Health is led by an experienced and well-balanced leadership team which includes our medical directors, management team and senior leadership team. This unique combination of backgrounds and experiences helps to inform and shape the decisions and direction of the organization. If you would like to learn more about how we continue to keep our commitment of "creating exceptional experiences for every patient, every time", I encourage you to visit our website at **www.evolvealliedhealth.ca**.

Sincerely,

Kiffer Walker, CEO

ABOUT KIFFER AND CHRISTINE WALKER

Prior to working in the healthcare industry, Kiffer spent 15 years in operations and human resources management for a large communications company. After shifting focus to the healthcare industry 9 years ago, he took on the role of Operations Manager for a pharmacy chain and was tasked with getting our first two locations built, staffed and operational. These clinics, Hillside Medical Clinic and Turtle Bay Medical Clinic, pre-dated the Evolve Allied Health name, but were the foundation upon which Evolve was built.

In 2020, along with his wife Christine, a registered nurse and soon-to-be business partner, they purchased the two clinics and Evolve was born. Since then, Kiffer and Christine's combination of experience in healthcare, human resources and operations management has enabled them to grow the organization to 3 locations with 40+ providers across 6 specialties. Kiffer and Christine's passion and dedication to improving the lives of others, whether it be our patient's, employee's or physician's, is evident in every aspect of our organization and is articulated via our mission statement and core values.



OUR MISSION



**Creating exceptional
patient experiences
for every patient,
every time is not
just our mission
statement**

It's a commitment to our patients. By creating a culture where we value the quality of care every patient receives first and foremost; that empowers our employees and providers to grow; and that treats every patient with compassion, dignity and respect, we deliver on our promise to our patients.

OUR HISTORY

Our quest to deliver consistent access to care and to provide physicians with a healthy work/life balance began 9 years ago and is still the driving force behind our mission today. Evolve Allied Health started when a local pharmacist saw an opportunity to help his community that was struggling with a severe physician shortage and where thousands of people could not access care when or where they needed it.

By offering physicians an operating model that gave them the ability to practice medicine without the stress of having to manage a business; a low overhead and the flexibility to practice medicine on their terms; he was immediately successful in attracting new physicians to the area when many others had failed. This idea became a reality when we opened our first location, Turtle Bay Medical Clinic, in Lake Country, BC in 2016. A year later, our second location, Hillside Medical Clinic opened with the same vision and the same result.

In May of 2020, during the height of the pandemic, our then operations manager, Kiffer Walker, approached the owner of the clinics about selling the company to him and his wife Christine. They saw an opportunity to help thousands more people secure access to care and to help physicians find a solution to the administrative burnout that was causing so many to leave family medicine at the time. Evolve Allied Health was born.

In the fall of 2021, we opened our third and largest location, and the first to carry the Evolve Allied Health name. The Group One Medical team joined Evolve, establishing Evolve Allied Health - Springfield as our central Kelowna location. Following nearly a year of extensive renovations, the maternity care and family medicine team from Mill Creek Family Medicine relocated to Springfield in early 2023. This expansion brought complementary services together under one roof and strengthened Springfield as a collaborative centre for patient care.

Today, Evolve Allied Health is comprised of more than 40 providers across 6 specialties and three locations. We are the largest privately owned provider of primary care services in the Okanagan region and provide care to more than 80,000 residents.



Testimonials

We believe that our employees are our greatest asset, and we strive to treat them with the same level of compassion, dignity, and respect that we provide to our patients. Employees' voices often speak the loudest about an organization's culture. To that end, we've highlighted genuine comments submitted by Evolve Allied Health employees and providers that reflect our Mission, Values and commitment to them.

I am a physician who has worked the past 47 years in Canada and the USA. One of my best experiences was to practice in Lake Country, BC at Evolve Allied Health. Their amazing team made our 4 years back in Canada a wonderful experience and their model allowed me to work as hard as I wanted, but also to take time off as desired. The overhead was reasonable and the work environment was great. The leadership at Evolve were open to suggestions and made the transition into their office a pleasure. Lake Country/Kelowna is one of the best areas in Canada, with plenty of leisure activities year round. The only reason we returned to the US was my wife's desire to be back close to our children and grandchildren. If it was my choice I would still be there. There is no better partner to work with in the Okanagan than Evolve Allied Health!

I've had the pleasure of working with the team at Evolve Allied Health since 2018 as a part-time physician. During this time, I've served both as a family doctor and locum physician, primarily at the Turtle Bay Medical Clinic in Lake Country. Having previously co-owned three medical clinics in the Central Okanagan, I truly appreciate how Evolve Allied Health has removed the administrative burdens that come with clinical practice. This allows me to focus solely on what I was trained to do — providing patient care. Evolve Allied Health fosters a welcoming and supportive environment for physicians, tailoring opportunities to align with each doctor's unique work goals. Management is approachable, responsive, and genuinely open to suggestions from both physicians and staff, creating a culture where collaboration thrives.

The clinic's Oscar EMR system is by far the most user-friendly I've encountered, further enhancing efficiency and workflow. I wholeheartedly recommend working with Evolve Allied Health. The supportive atmosphere, administrative relief, and innovative leadership make it my top choice for clinical practice — I wouldn't work anywhere else

I have been working with Evolve Allied Health at the Turtle Bay Medical clinic for the last 8 years and have been absolutely thrilled with the organization and the group of physicians that I work with. The working environment that is fostered here is one of friendly collaboration that values each other's time, input and areas of interest. I can honestly say I have never had the pleasure of working with such a knowledgeable and friendly group of physicians in over 20 years of practice. I would be happy to have my family see any one of our physicians without hesitation. In terms of day to day operations of the clinic, the support staff is fabulous, and management is professional, caring, and always accessible. The clinic workflow is designed very well, with the ability to see patients with or without appointments based on your practice preference. The overhead model has been well thought out and can best be described as a floating scale. The base overhead is competitive with any other clinic in the region, and it just gets better from there. Full time physicians typically will end up having a more favorable overhead based upon their contributions, which is an excellent benefit that is not often seen in other clinics. The billing team is excellent and ensures that your billings are taken care of, with no need to spend extra time focusing on this yourself.

This is really a turn key operation. Show up, work your day and go home, resting comfortably in the knowledge that the business side of things are being done for you. As long as I am in Kelowna, I will be working happily with Evolve at Turtle Bay Medical!





ABOUT KELOWNA AND THE OKANAGAN VALLEY

If you are considering working or living in the Kelowna area, take a look at all that the Okanagan Valley has to offer.

Nestled in the heart of British Columbia, the Okanagan Valley offers a lifestyle like no other. Wake up to stunning lake views, hike through breathtaking mountain trails, and spend your days exploring world-class vineyards, sandy beaches, and outdoor adventures. Whether you're skiing in winter, boating in summer, or enjoying vibrant arts and local culture, the Okanagan Valley is a place to live life to the fullest. Come for the natural beauty, stay for the laid-back lifestyle!

Kelowna has experienced a population growth of 14% since 2016, making it the fastest growing metropolitan area in Canada. With over 165,000 residents, and a median age of 42, it is also the 6th largest, and one of the youngest cities in the province of British Columbia.

Situated in the heart of the Okanagan Valley, Kelowna is surrounded by mountains, lakes and vineyards where residents embrace outdoor adventures and an active lifestyle all year long. The city is also an economic powerhouse, home to robust traditional sectors like agriculture and construction, and burgeoning new sectors such as information technology.



CLIMATE AND OUTDOOR RECREATION

The Okanagan Valley offers an abundance of outdoor activities ranging from water sports in the summer to skiing in the winter, as well as hiking, biking, and opportunities for relaxation and nature immersion. It's a great place for year-round outdoor adventure, including 35 provincial parks, more than 100 lakes, same-day access to 5 world class ski resorts and 186 wineries. With over 2,000 hours of sunshine a year, the Okanagan Valley boasts one of the best climates in Canada.

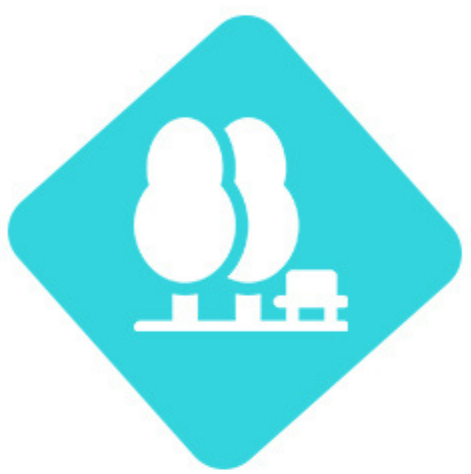
Enjoy warm, dry summers ideal for outdoor activities, relaxing at lakeside beaches, and exploring vineyards. Winters bring a beautiful balance of mild temperatures and snowy mountain peaks — famous for their Okanagan Champagne Powder. Whether you're a sun-seeker or snow lover, the Okanagan offers the ideal climate year-round with average daytime high temperatures ranging from 2°C (36°F) in January to 28°C (82°F) in July.

THINGS TO DO



Attractions

- ◆ KF Aerospace Centre for Excellence.
- ◆ Okanagan Science Centre.
- ◆ Myra Canyon Trestles and Tunnels.
- ◆ H2O Aquatic Centre.
- ◆ Kangaroo Creek Farm.
- ◆ Okanagan Rail Trail.
- ◆ Okanagan Lake.
- ◆ Prospera Place Arena and Events Centre.



Parks

- ◆ Bear Creek Provincial Park.
- ◆ Fintry Provincial Park.
- ◆ Kootenay National Park
- ◆ City Park.
- ◆ Mission Creek Regional Park.
- ◆ Okanagan Mountain Park.



Arts

- ◆ Okanagan Symphony Orchestra.
- ◆ Kelowna Art Gallery.
- ◆ Rotary Centre for the Arts.
- ◆ Actors Studio and Dinner Theatre.
- ◆ Okanagan Heritage Museum.
- ◆ Okanagan Wine and Orchard Museum.



Events

- ◆ Rock the Lake Festival.
- ◆ Across the Lake Swim.
- ◆ Denim on the Diamond Festival.
- ◆ Okanagan Wine Festival.
- ◆ Knox Mountain Hill Climb.



Higher Education

- ◆ University of British Columbia - Okanagan
- ◆ Okanagan College.
- ◆ Centre for the Arts and Technology.
- ◆ British Columbia Institute of Technology.



Sports

- ◆ Kelowna Rockets WHL Hockey Team.
- ◆ Kelowna Falcons Baseball.
- ◆ Kelowna Sun Football.
- ◆ Kelowna Raiders Lacrosse.



Evolve Allied Health

- ◆ www.evolvealliedhealth.ca/about-us
- ◆ www.evolvealliedhealth.ca/clinics
- ◆ www.evolvealliedhealth.ca/specialties
- ◆ www.evolvealliedhealth.ca/careers

ADDITIONAL INFORMATION

Kelowna

- ◆ www.kelownachamber.org
- ◆ www.tourismkelowna.com
- ◆ www.okanagan.com
- ◆ www.hellobc.com
- ◆ www.kelowna.ca
- ◆ www.rdco.com/en/index.aspx