**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:

* 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](http://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 4 locations with 50+ providers across 6 specialties. Kiffer and Christine’s passion and dedication to improving the lives of others, whether it be our patients, employees or physicians, 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; and with the help of an experienced operations manager, 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 2021, we opened our third location in the Pandosy neighborhood of Kelowna, the first location wearing the Evolve Allied Health name and also our first foray into multidisciplinary care with Sports Medicine and Family Practice providers working together in the same facility. Later that same year, the Group One Medical team joined Evolve and became our central Kelowna location, Evolve Allied Health - Springfield. After nearly a year of extensive renovations, the maternity care and family medicine group from Mill Creek Family Medicine relocated and joined us at our Springfield location in early 2023.

Today, Evolve Allied Health is comprised of more than 50 providers across 6 specialties and 4 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 practise 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.*

*During covid, Evolve transitioned to virtual medicine and then later to a hybrid model which I am sure will make anyone's practice adaptable. The reimbursement in BC is a great opportunity to adapt work to life balance and still get paid well. 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, BC.*

*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*

**About Kelowna and the 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.

**Healthcare**

**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
* Yoho 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

**Additional Information**

Evolve Allied Health

<https://evolvealliedhealth.ca/about-us/>

<https://evolvealliedhealth.ca/clinics/>

<https://evolvealliedhealth.ca/specialties/>

<https://evolvealliedhealth.ca/careers/>

**Kelowna**

<https://www.kelownachamber.org/>

<https://www.tourismkelowna.com/>

<https://okanagan.com/>

<https://www.hellobc.com/>

<https://www.kelowna.ca/>

<https://www.rdco.com/en/index.aspx>