An abstract graphic consisting of multiple overlapping, wavy bands of purple in various shades, ranging from light lavender to deep indigo. The bands flow from the top left towards the bottom right, creating a sense of movement and depth.

ENDEAVOR FAMILY PRACTICE NETWORK

2020/2021

ANNUAL REPORT





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MESSAGE FROM THE CHAIR

Welcome to the 2021 Annual General Meeting of Endeavor Family Practice Network. I hope you are as excited as I am for the opportunity to connect with family practice colleagues in a real live venue this year!

Despite the restrictions and realities of a pandemic, Endeavor Family Practice Network is pleased to showcase the strides we have made in building a stronger, more supported family physician community. We currently have 200 members encompassing the metro area and have had over 30 individual physicians participating in the Endeavor FPN board, committee and working group activities this year. Thank you all for your hard work and support!

We are also exceptionally pleased to highlight our progress in bringing family practice leadership to health care. The collaborative relationships we are building with stakeholders, including Eastern Health, will be essential in providing a strong family practice voice to future health care reform.

We look forward to continuing to grow in strength and welcome your ideas, expertise and experience as we Endeavour to improve patient care and physician satisfaction in our region.

Thanks for attending and enjoy your evening!

Annette McCarthy

Chair, Endeavor Family Practice Network

MESSAGE FROM THE EXECUTIVE DIRECTOR

As your Endeavor Executive Director, I have been privileged to work with an amazing physician board and membership, whose passion, energy and experience have guided our organizational priorities. Moreover, as we share the accomplishments and current work being done in our community, it is critically important to acknowledge all of our working groups, feedback and planning sessions have been community physician led. Even when our professional and personal lives were completely upended during the many ups and downs of COVID, our physician leaders remained committed to making a difference. Moreover, the experience of the last 18 months has given me a deeper appreciation of how committed our local family physicians are to being part of the solution to challenges that often seem insurmountable. In fact, as we begin to “dip our toes” into potential solutions, it has never been more clear that family physicians must be engaged partners and leaders. Again, I want to express that I feel privileged to work with all of you on this journey.

Most sincerely,
Adam Wylie



Strategic Planning & Organizational Growth

We are pleased to share our 2021 strategic plan and updated mission, vision and values. The strategic plan provides a framework of goals and strategies focused on the next three years, 2021-2024. As our organization develops, we aim to reflect the priorities of our membership in all of the work we do.

Vision

To be the unifying voice of family physicians to improve patient care while enhancing satisfaction of patients and physicians.

Mission

Collaboratively engage with our members and stakeholders to improve primary health care to enhance the experience of patients and family physicians.

Values

- We collaborate with transparency and respect.
- We will collaborate with our Regional Health Authority to improve patient access to coordinated health care services and supports.
- We will strive to make a difference in every community we represent.
- We value innovation.
- We are stewards in the responsible management of FPN and health care resources.
- We value practical and realistic approaches.

Endeavor FPN Priority Areas

- Endeavor Family Practice Network will be a strong advocate for social and medical equity.
- Endeavor Family Practice Network will promote and support activities that improve patient care.
- Endeavour Family Practice will focus on events and projects which build a stronger, more supported family physician community.
- Endeavor Family Practice Network will create partnerships to improve recruitment and retention.
- Endeavor Family Practice Network will collaborate with Eastern Health and other stakeholders to ensure strong community family physician leadership and perspective for all primary care planning.

Board Members & Membership Update

We are excited to share significant FPN membership growth, with Endeavor breaking 200 current members and total FPN membership exceeding 440 individual family physicians.

2020-2021 Endeavor Family Practice Network Board of Directors

Dr. Annette McCarthy – Chair

Dr. Francisco Acevedo – Vice-Chair

Dr. Alison Drover – Treasurer

Dr. Rebecca Rudofsky

Dr. Michelle Levy

Dr. Maureen Gibbons

Dr. Katie Saunders

Dr. Colleen Kirby

Dr. Lori Shandera

Your Endeavor board meets each month to continue to drive your priorities forward. Their commitments have also included a physician board representative on all working groups as well as providing consistent feedback to our health care partners, including Eastern Health and the NLMA.



While our work and personal lives are still heavily influenced by COVID, Endeavor FPN is pleased to share some highlights of a “year that was both challenging and rewarding.”



We also want to thank our outgoing board member Katie Saunders. She was not only an original founding board member, but an incredible voice and advocate for community physicians. Thank you Katie for your time and dedication to the FPN work. We will do our best to continue to channel your energy and enthusiasm for improving family practice.

Collaborative Services Committee work and building stronger relationships with Eastern Health

When Endeavor’s FPN board did their first strategic planning session in 2019, they identified a very clear five year goal. This goal was to improve the relationship between family physicians and the RHA, and more specifically to ensure that family physicians are included in Eastern Health primary care planning as partners. In just over two years, we are incredibly pleased to share that this goal is well on track to exceed our expectations. Examples of this are many, but we would like to highlight a few that stand out.

- Each strategic priority area for primary care specifically includes collaboration with the FPN and will include a community physician voice/perspective. Working groups are being organized this fall.
- The CSC structure continues to be the mechanism for collaborative governance, ensuring new projects and programs are partnerships.
- Weekly physician feedback is given by the FPN to Eastern Health regarding physician experience and challenges.
- The FPN has been a mechanism for “timely” distribution of Eastern Health communication to family physicians

- Piloting projects (e.g. “Minor Procedures Pilot”) to identify ways Eastern Health resources (procedural equipment) can be distributed to FFS clinics.
- Ensuring the development of Collaborative Teams Clinics includes a physician leadership role in their development.
- Advocation and planning for a continued Fee for Service physician voice for access to allied health professionals by community physicians.

Endeavor FPN Representatives

Dr. Annette McCarthy (CSC Co-Chair, Endeavor FPN Chair) (Meeting Chair)

Dr. Francisco Acevedo (Endeavor FPN Vice-Chair)

Dr. Alison Drover (Endeavor FPN Board Member)

Eastern Health Representatives

Dr. Gena Bugden (VP Medical Services, Eastern Health)

Judy O’Keefe (CSC Co-Chair, VP Clinical Services, Eastern Health)

Dr. Rebecca Rudofsky (Clinical Chief, Primary Health Care, Eastern Health)

Melissa Coish (Regional Director, Primary Health Care, Eastern Health)

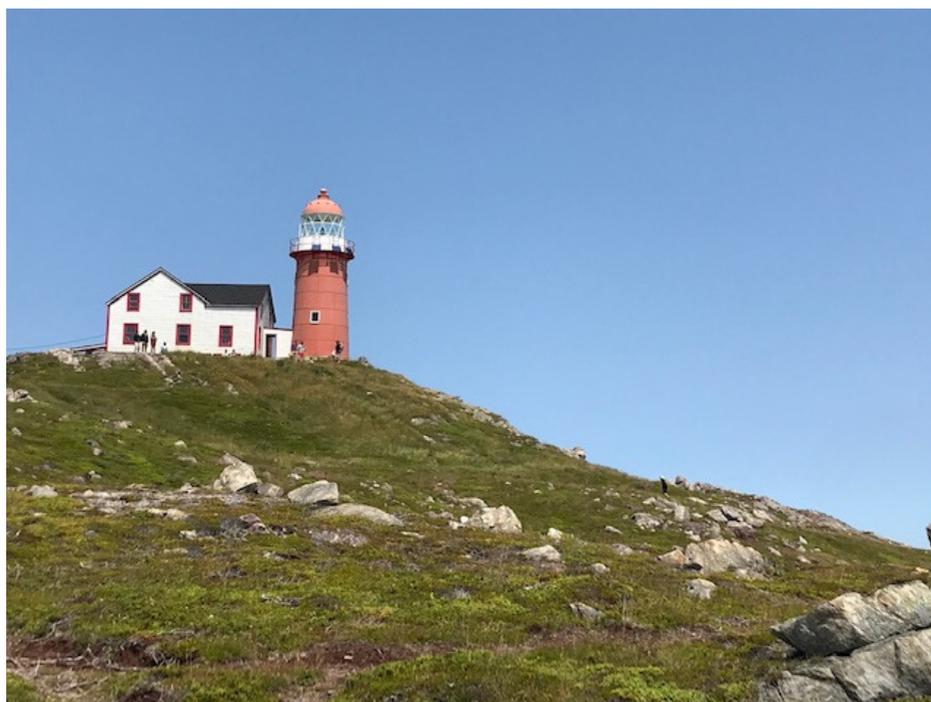
Staff Support

Adam Wylie (Endeavor FPN Executive Director)

Ian Hodder (Senior Program Consultant, FPRP)

Emily Hynes (FPNs Coordinator, FPRP)

Dawn Mason (Administrative Assistant, FPRP) (recording secretary)



Current Activities & Accomplishments

Family Practice Rounds

Very quickly, the 2021 Family Practice Rounds have become a weekly staple for relevant CPD. We are pleased to partner with our three FPN organizations (RE-Boot, Shalloway, and Long Range), as well as the Family Practice Renewal Program, the Office of Professional and Education Development, RHAs, and MUN Distributed Medical Education. These series are delivered virtually Friday mornings and so far have been very successful, with more than 100 members consistently participating each week. We are excited to continue to support relevant topics and look for ways to improve access to this great content.

Locums in the Endeavor Region

One of our first FPN priorities was to improve coordination, communication and support for locums in our area. Physicians readily shared their challenges in balancing any work life balance in lieu of locum support. While we still have an identified need, our locum community has been increasing over the past two years. This increase is in no small part due to an active and engaged group of locums. They have become leaders in advocating change to better support locum access and coverage. Additionally, this group supports peer mentorship and the development of a locum orientation handbook. If you are considering becoming a locum, or would like to request a locum, please try our new email address: Locumgroup@Endeavorfpn.com.



Physician Promotion Group (New 2021)

This year, it was clearly identified that physicians wanted to focus more on promoting their important role in primary care. This also included celebrating and sharing the great work family physicians are doing in our province to our membership. As a result, we have brought a group of family physicians together from all four FPNs and the CFP to help guide and direct this work. Present work will focus on highlighting physician stories (via video testimonials) as a central part of our communications. Additionally, we are reaching out to PR firms to help guide and inform our work to identify internal and external strategies that are both effective and financially responsible. As always, if you are interested in this work please reach out to our Executive Director.

Building Community Relationships (College of the North Atlantic)

Administrative staffing challenges have been highlighted from our membership. This includes retaining “good staff” and the related issues around coverage for MOAs, both short and long term. As a result, we have started to partner with the College of the North Atlantic and their Office Management Program. This has included looking at ways to better coordinate trained MOAs (both students and alumni) to job opportunities in the community. Moreover, we recognized MOA educational opportunities to improve their readiness to support a busy family practice clinic. CNA has been incredibly receptive to our industry feedback and will be incorporating our suggestions into their program for their next student cohort. Stay tuned in early 2022 on how this item will progress.

More Patients Less Paperwork

This working group is a partnership between Endeavor FPN and our counterparts in Rural Eastern (Re-Boot FPN). This group identifies the many areas in which “unnecessary paperwork” and processes can be streamlined, reduced or eliminated from a family physician’s daily routine. Areas this group has worked on this year have included:

- Specialist consultation letter
- Dentist Re-Anticoagulant
- Letter Request to Inform Patients of Specialist Appointment Letter
- Sick Note Requests
- Disability Tax Credit Form
- Eastern Health Issues
 - PFT summaries
 - Provincial breast screening program
 - FAF forms
 - Special Authorization Guide

Additionally, as an organization, it is our expectation that the FPNs will be a partner in all primary care reform.

EMR and Informatics Working Group

Over the last two years we have been privileged to have a dedicated group of physicians work on improving the resources and supports to improve EMR utilization. Their work has led to the approval of an “EMR Super User Training” course that is being co-designed with family physicians and Med Access. Additionally, a recent proposal has been approved for funding for “communities of practice” across our province. This funding will allow physicians passionate about “sharing tips and tricks and lessons learned” to their peers. This group is also working on a series of short video tutorials on a variety of EMR topics, by physicians for physicians.

Engagement and Outlook for 2022

Looking Ahead (NL Health Accord and the role of FPNs)

Over the last year, Endeavor and our partner FPNs have had a series of meetings and thoughtful discussions with the NL Health Accord. Our conversations to date have been themed around the significant and impactful role of family physicians in the health of our patients and their communities. These conversations have also highlighted a need for family physicians to be leaders in designing and implementing changes in primary care. Additionally, as an organization, it is our expectation that the FPNs will be a partner in all primary care reform.

You and the FPN

We want to continue to encourage every member of our FPN to reach out to us at any time. We are consistently reflecting on ways we can support creative ideas from our membership, while improving the physician voice in health care decisions in our area. If you have a project or an idea you think we should be promoting or working on, let us know.

Endeavor Family Practice Network Inc

Balance Sheet

September 30, 2021 and September 30, 2020

ASSETS

	Current Year	Previous Year
Current Assets:		
Cash	\$ 163,851	\$ 144,294
HST Receivable	1,275	662
Prepaid Expenses	1,171	1,190
Total Current Assets	<u>166,297</u>	<u>146,146</u>
Total Assets	<u>\$ 166,297</u>	<u>\$ 146,146</u>

LIABILITIES AND EQUITY

Current liabilities:		
Accounts Payable and Accruals	\$ 5,075	\$ 5,821
EI Payable	193	-
CPP Payable	596	-
Employee tax deductions	3,604	-
Total Current Liabilities	<u>9,469</u>	<u>5,821</u>
Equity		
Equity, beginning of year	80,528	51,485
Net income (loss) for the period	76,300	88,840
Equity, end of period	<u>156,828</u>	<u>140,326</u>
Total Liabilities and Equity	<u>\$ 166,297</u>	<u>\$ 146,146</u>

Endeavor Family Practice Network Inc

Statement of Earnings

For The 9 Periods Ending September 30, 2021

	Current Month	-----Year to Date-----		
	Actual	Actual	Budget	Remaining Budget
Revenue:				
Revenue - FPRP	-	275,000	275,000	-
Miscellaneous revenue	-	(93)	-	93
Total Revenue	-	274,907	275,000	93
Expenses:				
Accounting Fees	806	9,084	9,960	876
Bank Fees	55	693	1,000	307
Computer/Hardware/Software	-	15	-	(15)
AGM	-	-	3,450	3,450
Wages & Benefits	10,364	120,920	155,000	34,080
Education & Training	-	-	1,500	1,500
Honoraria - Board Chair	1,368	12,654	19,111	6,457
Honoraria Board	2,565	39,587	37,962	(1,625)
Honoraria CSC Admin	513	5,387	13,509	8,123
Honoraria - CSC - ILI Committee	-	627	1,824	1,197
Honoraria - CSC - Psychiatry Committee	-	-	912	912
Honoraria - CSC - ODT Committee	228	1,026	1,368	342
Honoraria EMR Working Group	-	684	3,420	2,736
Honoraria Locum Working Group	485	2,195	4,104	1,910
Honoraria Other	684	684	-	(684)
Honoraria Other - Less Paperwork Working Group	399	741	2,736	1,995
Honoraria Patient Centered Working Group	-	456	9,120	8,664
Honoraria Physician Wellness Working Group	-	285	-	(285)
Insurance	146	1,358	1,490	132
IT Service & Support	146	2,073	2,500	427
Supplies	-	-	400	400
Meals & Incidentals	-	97	500	403
Mileage	-	43	2,000	1,957
Total Expenses	17,759	198,607	271,866	73,259
Net Surplus	(17,759)	76,300	3,134	(73,166)



