



Welcome to Family Care Network –

My name is Rodney Anderson, MD, and I'm a family physician and President/CEO of Family Care Network. As you consider your next career steps, I appreciate the opportunity to introduce you to our organization.

Family Care Network (FCN) is an independent family medicine group founded in 1999, located in the northwest Washington state. This area is known for easy access to the water and mountains and offers a wide variety of year-round outdoor activities such as mountain biking, kayaking, hiking and more. Family Care Network has 80 physicians and 40 advanced practice providers (APPs) offering primary care services to over 100,000 patients from diverse backgrounds. We believe in “womb to tomb” care and provide services through a dozen outpatient clinics (including four rural health sites), three urgent care centers, and several other ancillary service lines including sports medicine, behavioral health, care management and laboratory services.

As one of the largest independent family medicine groups in the United States, Family Care Network is unique. Our approach to primary care has consistently achieved the “quadruple aim” of high-quality, cost-effective care with outstanding patient experiences and a high level of provider satisfaction. It is based on four guiding principles:

Independence and Autonomy – In an era of healthcare consolidation, FCN has retained its independence and autonomy. This means we have no external shareholders, do not belong to a large hospital system or other healthcare system, and are therefore able to exercise autonomy with regards to how we operate. This autonomy transcends down to our individual clinics and providers allowing for a high degree of flexibility in approaching patient care. FCN is owned by our member providers, and virtually all new physicians are extended the opportunity to become equal co-owners (members) within 12-18 months.

Physician Leadership – FCN has always had a physician President/CEO and multiple other physicians on our senior leadership team. In addition, our Board of Directors includes one clinician representative (physician or APP) from each of our outpatient clinics and our urgent care centers. We firmly believe that having clinicians in key leadership and decision-making roles ensures that FCN always prioritizes high quality patient care and considers the impacts of such decisions on the clinicians themselves.

Patient and Community Focused – FCN is fortunate to have a highly dedicated group of employees who share our common vision of outstanding patient care as our top priority. From our non-provider leadership to our front-line employees, people join FCN to be a part of a local healthcare organization committed to serving our communities. This commitment extends to patients of all backgrounds, with nearly 40% of our total patient population having Medicaid or Medicare as their primary insurance. The alignment of purpose between providers and staff allows us to leverage our

collective skills to have an even greater positive impact on our communities through direct patient care, volunteering, civic engagement, and community giving.

Innovative – Primary care is constantly changing, from the science and technology to the economic underpinnings of healthcare. To continue to provide the best care and remain a successful organization, we need to continue to innovate. FCN has a long history of creative innovations, including early adoption of an EMR, developing new provider workflows, building new tech tools to improve quality and efficiency, and launching telemedicine pre-pandemic. We are always willing to explore new ideas and adapt how we do our work to better meet the needs of our patients, providers, and employees.

FCN is also a place where clinicians play an active role in defining their work in a way that supports high quality patient care and professional fulfillment. We have physicians who do outpatient clinic, OB and urgent care work simply because it makes them happy, while others focus on a single area of primary care. We have many clinicians who work full-time and many who work part-time. And perhaps most significantly, we have MANY physicians and APPs who have chosen to remain with FCN for the duration of their careers.

We are always looking for passionate, committed physicians and APPs who believe in the FCN model of independent primary care. Our providers have a voice, control their own professional careers, and are well compensated for their work. If FCN sounds like it might be a good fit for you, please complete an application or email our Executive Manager, Trisha Bannerman at tlbannerman@fcn.net. We look forward to hearing from you!

Sincerely,

A handwritten signature in blue ink, appearing to be 'R' followed by a long horizontal stroke.

Rodney Anderson, MD
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