



2025 Strategic Plan

Mission Statement: The mission of the Maryland Academy of Family Physicians is to support Maryland family physicians in their efforts to promote equity and optimize the health of our State's patients, families and communities.

Vision: Able, Responsive, Family Physicians Serving Their Communities

Promote and Advocate for Primary Care Investment (PCI)

Goal 1: Support and advocate for Primary Care Investment in an effort to meet the needs of our patients and help our members be successful.

Objectives: Participate in **AHEAD** model discussions with the state to advocate
Develop **relationships** with minimum 3 stakeholders to partner with to achieve results.

Goal 2: Promote and advocate for payment reform in an effort to lower healthcare costs and improve patient care in Maryland.

Objectives: Build coalition with primary care groups to increase **Value-Based Reimbursement**

Grow and Maintain a Sufficient Family Medicine Workforce

Goal 1: Identify and promote strategies and opportunities to engage learners' interest in Family Medicine.

Goal 2: Promote Maryland as an attractive place to practice.

Objectives: Promote new **Non-Compete** law to members and develop a webinar/presentation
Increase funding for **Loan Assistance Repayment Program (LARP)** through advocacy and increase the number of FP applicants by 20%.

Goal 3: Support expanding opportunities to grow family medicine workforce

Objectives: Formal visits and engagement with **FMIGs** resulting in 20% increase in student members
Formal visits and engagement with **Residency Programs** resulting in additional 10 residents engaged in MDAFP committees/workgroups.
Support "Maryland Row" at National Conference by coordinating booths in prime location with branded décor.

Support and Promote Physician Wellbeing

Goal 1: Improve Family Physician career satisfaction by supporting and promoting physician wellbeing and consider the five factors of wellbeing* at a state level whenever possible.

Objectives: Develop **Public Health Dashboard** to provide members resources

Goal 2: Decrease physician burnout

Objectives: Provide 1 **Climate Change** education session/poster presentation during 2026 annual conference.
Hold 3 **Work Life Balance gatherings** in geographic regions of the state (10 members per gathering)

*[Five Factors of Wellbeing](#)

1. Health Care System
2. Organization
3. Practice
4. Individual
5. Physician Culture