

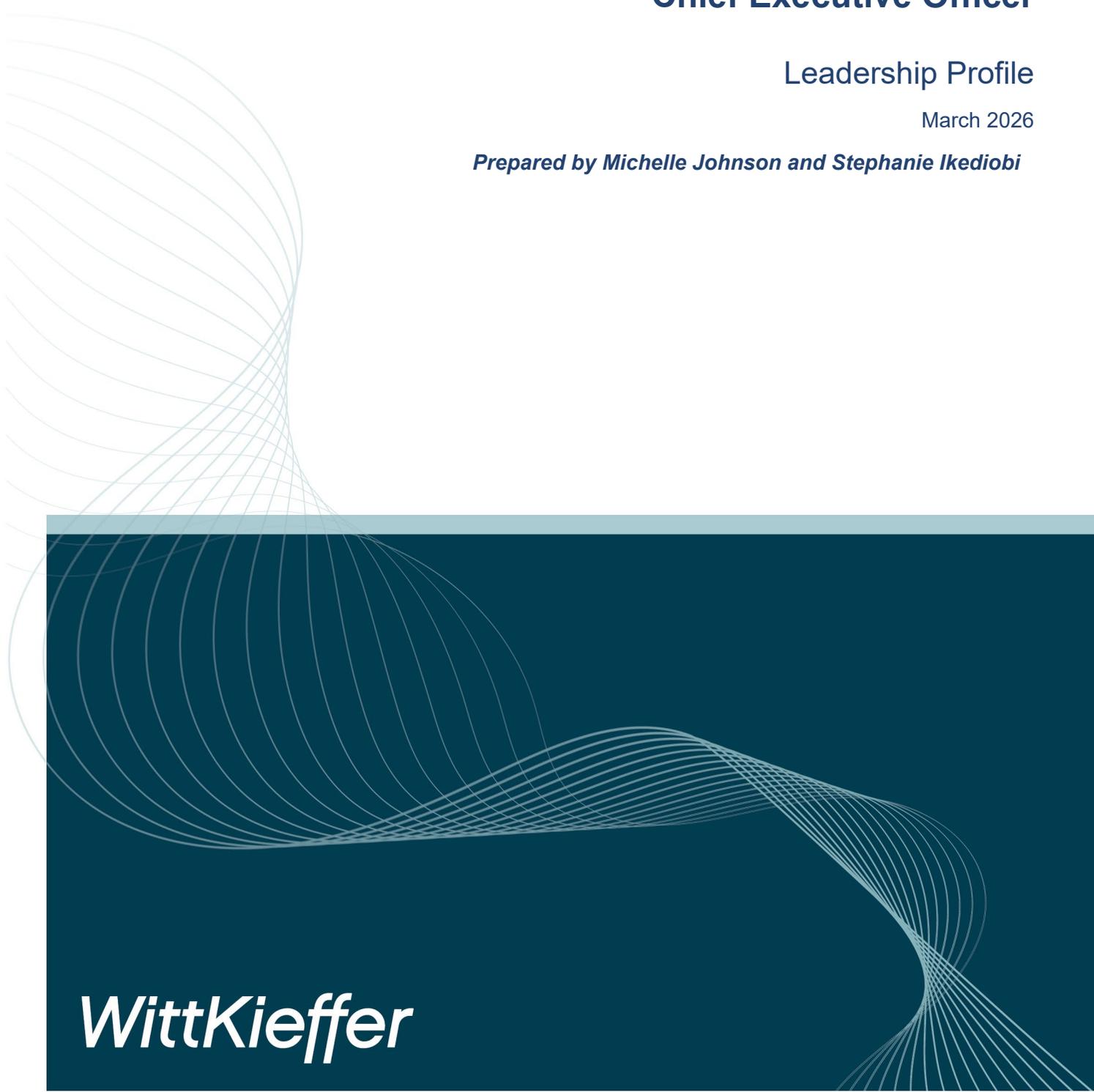


## Chief Executive Officer

### Leadership Profile

March 2026

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A decorative graphic consisting of numerous overlapping, light blue, curved lines that flow from the left side of the page towards the right, creating a sense of movement and depth. These lines are layered over a dark teal background that occupies the bottom half of the page.

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## Contents

<b>Organization Overview</b>	<b>02</b>
<b>Position Summary</b>	<b>05</b>
<b>Goals and Objectives</b>	<b>07</b>
<b>Candidate Qualifications</b>	<b>08</b>
<b>The Community</b>	<b>10</b>
<b>Procedure for Candidacy</b>	<b>12</b>

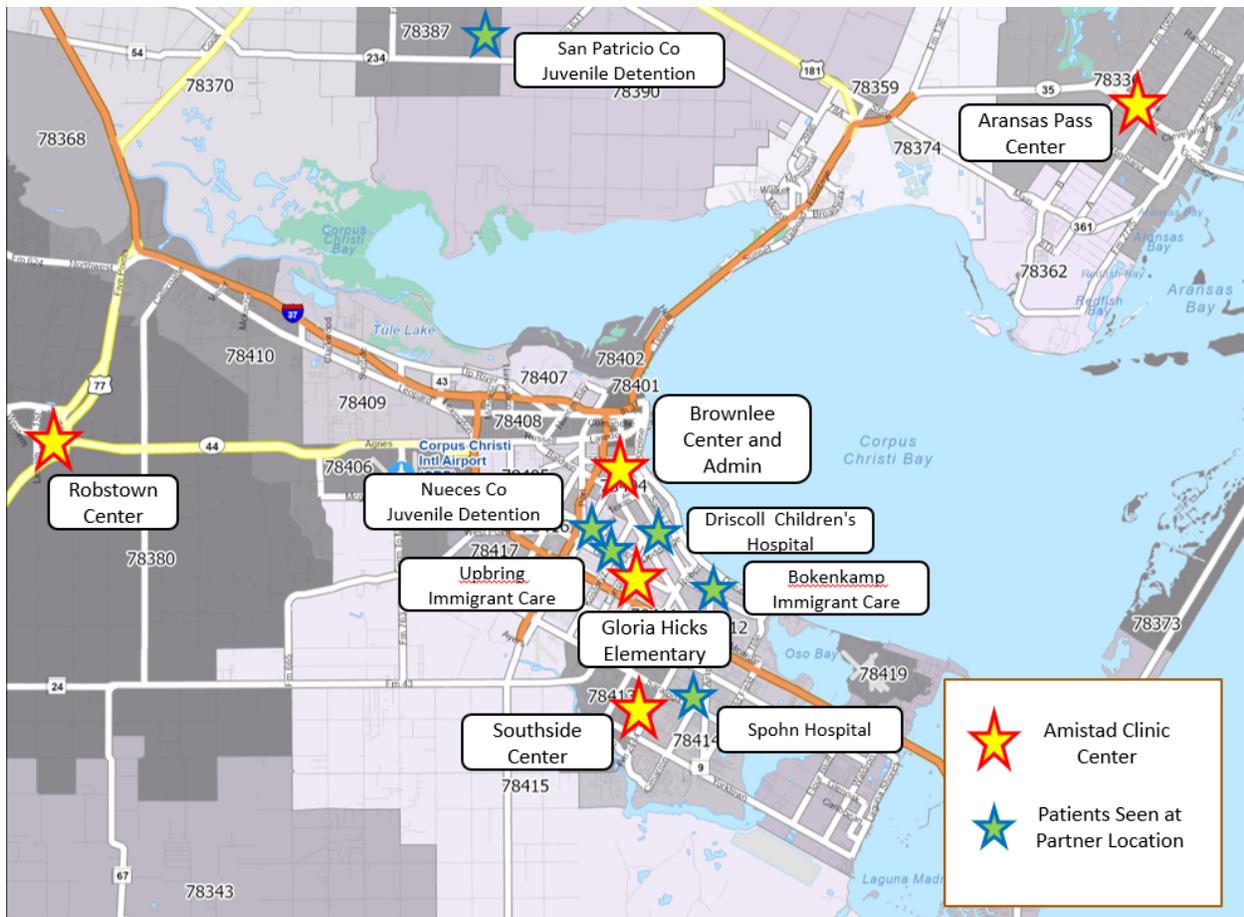
## Organization Overview

Amistad Health, founded in 2005 as a nonprofit, faith-based organization, was created to expand access to preventive and primary care in Corpus Christi. It became an FQHC in 2007 and opened its first facilities in 2008 with support from federal funding, local grants, and philanthropy. Today, Amistad remains committed to ensuring everyone in the Coastal Bend can access high-quality care. The organization provides comprehensive medical, dental, and behavioral health services across five clinic sites and a school-based health center in Corpus Christi, Aransas Pass, and Robstown.

Its Pediatric Department maintains a strong partnership with Driscoll Health Plan, enabling coordinated care supported by navigators who assist families with referrals and social resources.

Within the past year, Amistad has been expanding care in the Coastal Bend by acquiring two pediatric practices on the south side of Corpus Christi and opening a second primary care clinic in Robstown. During 2026, Amistad plans to open an additional facility with three service lines and deliver in-house pharmacy services in two locations. In addition, the organization has tripled the number of behavioral health providers who serve patients at all locations.

Amistad Health’s strategy is guided by five strategic pillars: aligning services with community needs, delivering high-quality care, developing and supporting staff, strengthening partnerships with community organizations and agencies, and practicing disciplined financial stewardship to sustain and grow its mission.



## Mission

Amistad's mission is to show and share the love of Jesus Christ with the Coastal Bend community by providing holistic, affordable, and quality healthcare services.

## Vision

Amistad Health strives to provide the underserved healthcare population in the Coastal Bend community with the highest quality medical care available, offered in the spirit and strength of Jesus Christ. Amistad Health envisions a future in which it becomes the provider of choice for comprehensive healthcare, meeting the spiritual, emotional, and physical needs of the community, and positively transforming lives through the love and actions of Christ.

## Services

### Adult Primary Care

Amistad Health Primary Care provides comprehensive preventive and routine medical services, including wellness visits, chronic disease management, well-woman care, diagnostic testing, weight management, and HIV testing and treatment. Patients are connected to essential screenings such as mammograms, colorectal and cervical cancer screenings. The clinic also offers specialized geriatric care focused on cognitive health, mobility, and medication management, as well as on-site diabetic eye screenings to detect early signs of retinopathy and protect long-term vision.

### Pediatric Primary Care

Pediatrics at Amistad Health provides compassionate, family-centered care for children from infancy through adolescence. The team offers well-child checkups, vaccinations, health screenings, and acute care for common illnesses and injuries. They also manage chronic conditions such as asthma, diabetes, and allergies, and provide behavioral and developmental support, including evaluations and treatment plans for developmental delays, ADHD, depression, and anxiety.

### Women's Health

Core services include well-woman exams, prenatal/OB care, treatment for menstrual irregularities, breast and cervical cancer screenings, preconception counseling, contraceptive management, postmenopausal care, and STD screening and treatment. The OB/prenatal program provides comprehensive pregnancy care, with deliveries by Dr. Abigail Weisenburger, and newborns transition smoothly into Amistad Pediatrics at the Corpus Christi or Aransas Pass clinics. Amistad Women's Health supports women across the lifespan through preventive screenings, fertility and pregnancy care, contraception guidance, and perimenopausal and postmenopausal health, promoting lifelong physical, emotional, and reproductive wellness.

### Behavioral Health

Amistad Behavioral Health provides full-service counseling and psychiatry services meeting patient needs at all health centers. A team of licensed professional counselors, psychiatrists, and nurse practitioners treat the full array of behavioral health disorders, including substance use disorders.

### Dental Care

Dental services provide essential preventive oral health services, offering comprehensive dental checkups, professional teeth cleanings, and fillings and extractions, to support long-term oral wellness.

### Pharmacy

Amistad is in the process of adding in-house pharmacies, with two sites planned for 2026.

## Awards and Accolades



In 2024, Amistad Health proudly received two prestigious Quality Recognition Awards from the Health Resources and Services Administration (HRSA). As a recipient of the Access Enhancer Award, Amistad Health was recognized for its outstanding efforts to expand healthcare services, ensuring greater access to care for underserved communities.



Additionally, the Health Disparities Reducer Award highlighted Amistad Health's impactful initiatives in addressing and minimizing health disparities, showcasing its commitment to equitable care for all. These accolades underscore Amistad Health's dedication to excellence, innovation, and improving the overall health of its community.

## Position Summary

### Reporting Relationships

Direct reports of the CEO include: Chief Medical Officer, Chief Financial Officer, Director of Clinic Operations, Human Resources Director, Director of Development, Director of Risk & Compliance, and a shared Executive Administrator.

### Responsibilities

The successful Chief Executive Officer candidate will:

#### Governance & Leadership

- Lead the development and execution of the organization's mission, vision, and strategic plan.
- Present long- and short-range business plans to the Board of Directors and advise on industry trends, opportunities, and challenges.
- Establish and update organizational policies and procedures with Board approval.
- Support Board development through the selection, onboarding, and training of new members.
- Serve as the primary liaison between the Board, medical staff, and administrative teams, ensuring aligned and transparent communication.

#### Operations & Workforce Development

- Ensure effective daily operations across clinical, administrative, and support departments.
- Collaborate with medical staff to monitor delivery of high-quality healthcare services that meet community needs.
- Oversee recruitment, development, evaluation, and retention of medical and administrative personnel.
- Delegate authority effectively and foster leadership development within the management team.
- Promote a professional, supportive workplace culture with open communication and high staff morale.
- Ensure organizational compliance with all regulatory and accrediting bodies and initiate corrective action when needed.

#### Financial Operations

- Provide executive oversight for financial operations, including budgeting, accounting, internal controls, and reporting.
- Ensure responsible fiscal management and cost-containment strategies that maintain service quality and support organizational sustainability.
- Support donor engagement, fundraising, grant development, and partnership opportunities to enhance financial strength.

## Community Engagement & External Relations

- Build strong community partnerships and represent Amistad Health with external stakeholders, including health organizations, government agencies, and third-party payers.
- Lead public relations and marketing efforts to strengthen the organization's visibility and community trust.
- Ensure effective communication that promotes organizational integration within the community.
- Maintain relevant professional affiliations and ongoing development to stay current with healthcare trends and best practices.
- Uphold strict confidentiality and model high ethical and professional standards.

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## Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Serve as a visionary, results-oriented leader, providing clear strategic insight, measurable outcomes, and accountability across the organization.
- Model hands-on, mission-driven, servant leadership, demonstrating visible engagement with staff and a willingness to work alongside teams while maintaining strong alignment with the organization's vision and commitment to serving underserved populations.
- Provide firm organizational direction and a clear, disciplined vision for the future, pursuing measured, manageable growth while positioning the organization as the premier FQHC in Corpus Christi.
- Support provider recruitment and retention efforts by enhancing recruitment strategies, cultivating local partnerships, and strengthening talent pipelines.
- Elevate internal leaders by providing strategic coaching, thoughtful guidance, and the autonomy needed to excel, developing a high-performance leadership team that innovates responsibly and consistently aligns its work with Amistad Health's mission.
- Strengthen the financial performance of Behavioral Health and Dental services by thoughtfully evaluating operational needs and opportunities, with particular attention to supporting the Dental program through targeted improvements in workflow, productivity, and provider recruitment.
- Expand Amistad Health's presence across the community by cultivating strategic partnerships, deepening engagement with local organizations and community leaders, and strengthening relationships that elevate visibility, collaboration, and support for the organization's mission.
- Conduct a comprehensive assessment of organizational needs through deliberate listening and strategic evaluation, ensuring steady continuity of progress while effectively integrating the CEO's leadership approach and long-term strategic vision into the organization's mission and future growth trajectory.
- Enhance targeted marketing efforts and increase brand awareness within the Coastal Bend community to support patient growth, community trust, and broader organizational visibility.
- Build a comprehensive philanthropic strategy that diversifies revenue streams beyond clinical operations, strengthens donor relationships, and increases long-term financial resilience.
- Familiarize oneself with Texas Medicaid and Medicare regulations to ensure compliance, optimize reimbursement, and inform strategic decision-making across service lines.

## Candidate Qualifications

### Education/Certification

Master's degree is required, preferably an MHA, MBA, or MS in Health Administration or Business Administration.

### Knowledge and Work Experience

- Minimum of three years of executive-level leadership experience in the administration or management of a major clinic, health center, or comparable healthcare organization.
- Track record of successfully building relationships with and advocating on behalf of the organization with all key stakeholders. Community engagement focus, approachable to all staff, patients, families, donors, government officials, and community partners.
- Demonstrated ability to develop collaborative teams, fostering service excellence and innovation within the Board and senior leadership.
- Expertise in financial oversight, designing optimal financial strategies in line with the organization's mission, and ensuring fiscal responsibility and transparency.
- Experience managing federal grants is valuable, especially grants from the Health Resources Services Administration (HRSA).
- Comprehensive understanding of local, state, and federal healthcare laws, regulations, and policies affecting FQHCs, with the ability to monitor, interpret, and adapt to evolving industry requirements.
- Expertise in clinic operations, policies, and procedures, with the ability to direct multidisciplinary teams and ensure delivery of high-quality, patient-centered care.
- Proven experience in grant writing, fundraising, and resource development, including cultivating donor relationships and securing diversified funding streams.
- Experience with diverse racial, cultural, linguistic and socioeconomic groups. Serving underserved communities highly preferred.

## Leadership Skills and Competencies

- Understands the economics of community health centers, with gained experience overseeing the organization's finances in an FQHC or similarly complex environment. Management-level familiarity with financial statements, budgets, and reporting and the ability to use them for data-driven decision-making. Ensures goals and objectives are effectively measured and tracked to determine progress and completion.
- Experience leading and improving shared services (IT, HR, Finance) in a mission-driven, community health setting, ensuring efficient, compliant, and service-oriented support for clinical and operational teams.
- Has excellent communication skills and the ability to articulate strategic and operational vision. Translates complex issues into comprehensible and executable ideas and expectations.
- Possesses a high-level capacity for strategic thinking, goal setting, and timely communication. Ability to effectively interact, guide, and inspire at the individual and group levels in the organization. Shows respect and promotes awareness for all cultures and is able to work with diverse groups.
- Demonstrates a strong commitment to enhancing quality outcomes and to continuous quality improvement. Has a genuine interest in improving the health status of patients in the Coastal Bend community.
- Strong writing, communication and presentation skills, including the ability to gather, condense, and communicate a great deal of information to both staff and the Board and address differing levels of knowledge among staff and Board members.

## The Community

### Corpus Christi, Texas



The Coastal Bend—spanning 11 counties and anchored by Corpus Christi—offers a rare combination of affordability, natural beauty, and year-round recreation. With 223 days of sunshine, an average temperature of 72°F, and miles of accessible coastline, the region invites residents outdoors nearly every day of the year.

The area is home to nine public beaches, from North Beach and McGee Beach to Mustang Island State Park and the stunning Padre Island National Seashore—one of the largest undeveloped barrier islands in the world, known for migratory birds, sea turtle nesting, and pristine dunes. Residents enjoy paddleboarding, kayaking, fishing, biking, horseback riding, and sunset walks that define the coastal lifestyle. Cole Park Pier is a beloved community destination for fishing and gathering, while anglers and hunters tap into some of the nation’s best spots across the region’s coastal and ranchland terrain

Education is a top priority in the Coastal Bend with multiple school districts serving families in Nueces, San Patricio and Aransas Counties. The area is also served by Del Mar College which offers over 100 degree and certificate programs, as well as Texas A&M Corpus Christi, a Research Level 2 Doctoral University with high research activity. Amistad Health has established workforce and clinical rotation partnerships with these higher education institutions.

Families and visitors gravitate to iconic attractions like the Texas State Aquarium and the historic USS Lexington, both located on North Beach, offering educational and entertainment experiences unique to Corpus Christi. Outdoor enthusiasts can explore 19+ parks with biking and walking trails, tee off at one of three golf courses, or immerse themselves in nature at the 162-acre Oso Bay Wetlands Preserve and Learning Center.

Beyond nature and recreation, the Coastal Bend blends small-town warmth with the amenities of an urban center. As the “Sparkling City by the Sea” and the 8th-largest city in Texas, Corpus Christi delivers a relaxed coastal environment supported by arts, culture, dining, and a hardworking, community-minded population. Affordable housing, excellent fishing and hunting, and convenient access to major Texas metro areas round out a lifestyle that appeals to families and professionals alike.

The Coastal Bend offers more than a beautiful place to live, it’s a region where leaders can make a meaningful difference in a vibrant, diverse, and rapidly growing community while enjoying a truly exceptional coastal lifestyle.

For more information on the Corpus Christi area, please visit:

[www.corpuschristichamber.org](http://www.corpuschristichamber.org)

[www.visitcorpuschristitx.org](http://www.visitcorpuschristitx.org)

## Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting Amistad Health with this recruitment, preferably via e-mail, to [sikediodi@wittkieffer.com](mailto:sikediodi@wittkieffer.com) or by phone, 630-575-6164.

Michelle Johnson <b>Senior Partner, Healthcare</b>	<b>320-204-5100</b>
Stephanie Ikediobi <b>Senior Associate, Healthcare, Social Impact &amp; Nonprofits</b>	<b>630-575-6164</b>

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