



Executive Vice President and General Counsel

Leadership Profile

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The Opportunity

Community Health Network, based in Indianapolis, Indiana, seeks a strategic, trusted legal executive to serve as its Executive Vice President and General Counsel (General Counsel). This is an exceptional opportunity to join the executive leadership team of Indiana's second-largest health network.

Community Health Network is a nonprofit, patient-first health network comprising eight hospitals, 20 clinics, and several centers across Central Indiana. With more than 17,000 employees and healthcare providers, Community Health plays a vital role in supporting the health and well-being of more than 1.9 million people in the Indianapolis metropolitan area. Reporting to the President and CEO, the General Counsel will provide the executive committee, Board of Directors, and senior leaders with clear, actionable legal guidance grounded in a sophisticated understanding of the healthcare landscape, including delivering strategic legal insight that enables informed decision-making while thoughtfully balancing internal business risk with the Network's growth objectives, innovation priorities, and long-term strategic goals.

In addition to leading the Legal function, this role will have executive oversight of Internal Audit, ensuring strong governance, internal controls, and risk management practices across the enterprise. The General Counsel will partner closely with leadership and the Board to promote transparency, accountability, and continuous improvement, aligning audit activities with organizational priorities and enterprise risk management efforts.

The General Counsel will lead and develop a talented team of attorneys, legal professionals, and internal audit leaders, continually evaluating organizational structure to ensure maximum efficiency and impact. A key priority will be strengthening a high-performing, collaborative, and solution-oriented function while streamlining operations and leveraging technology to improve workflows, enhance communication, and deliver measurable strategic value. Active participation in enterprise strategy and organizational decision-making is essential, as this role plays a critical part in enabling mission-aligned initiatives while appropriately identifying and managing legal, regulatory, financial, and operational risk.

Success in this role requires the ability to quickly build credibility and trust across the organization through deep expertise in healthcare operations, governance, and regulatory complexity. The General Counsel will serve as a pragmatic business partner, ensuring legal perspectives are integrated into enterprise-wide strategies, policies, and initiatives, and that risk is proactively assessed, communicated, and managed in a manner that supports and does not impede organizational progress.

The ideal candidate will be a seasoned, results-oriented legal leader with a proven track record in complex healthcare organizations. The successful candidate will bring strong leadership and relationship-building skills, exceptional judgment, and the emotional intelligence required to partner effectively at all levels of the organization. Outstanding academic credentials are required, including a law degree from an ABA-accredited law school and active Indiana State Bar membership or eligibility via reciprocity. A minimum of ten years' experience supporting hospitals, health systems, or healthcare providers is required, with demonstrated expertise in healthcare regulation, contracting, physician alignment, transactions, and litigation. Prior executive-level leadership experience, including oversight of internal audit, enterprise risk, or compliance functions, and success leveraging technology and operational improvements, is strongly preferred.

This is an exciting opportunity for a forward-thinking legal executive to help shape the future of healthcare delivery while advancing Community Health Network's mission through balanced, strategically aligned legal leadership.

Organization Overview

Ranked among the nation's most integrated healthcare systems, Indianapolis-based Community Health Network is Central Indiana's leader in providing convenient access to exceptional healthcare services, where and when patients need them—in hospitals, health pavilions, and doctors' offices, as well as workplaces, schools, and homes. As a non-profit health system with more than 200 sites of care and affiliates throughout Central Indiana, Community's full continuum of care integrates hundreds of physicians, specialty and acute care hospitals, surgery centers, cancer centers, home care services, urgent care centers, behavioral health and employer health services, and more. In total, Community employs over 17,000 caregivers. Community Health Network puts patients first while offering a full continuum of healthcare services, world-class innovations, and a focus on population health management.

Facilities

[Community Health Network facilities](#) include eight hospitals, 1,056 hospital beds, 20 walk-in clinics, 12 ambulatory health pavilions, 11 surgery and endoscopy centers, 11 behavioral health outpatient and inpatient care sites, and four long-term care facilities.

Community's five acute care hospitals include:

Community Hospital East – Community Hospital East opened in 1956 as Community Health Network's first hospital, the result of door-to-door fundraising gathering the support of residents and businesses desiring a hospital on the eastside of Indianapolis. It serves a population of approximately 264,000 people in the eastern portion of the metropolitan area.

Community Hospital North – Community Hospital North opened in 1985 to provide healthcare services in what would soon become the fastest-growing part of the Indianapolis area. It serves a population of approximately 550,000 people in the northern portion of the metropolitan Indianapolis area.

Community Hospital South – Community Hospital South was originally developed as University Heights Hospital. In 1989, the hospital joined Community Health Network, which then expanded the facility and added services. It serves a population of approximately 391,000 people in the southern portion of the Indianapolis metropolitan area.

Community Hospital Anderson – Community Hospital Anderson opened in 1962, following grassroots fundraising and organizing in Madison County, Indiana. It serves a population of approximately 99,000 people in and around Madison County. In 1996, Community Anderson affiliated with Community Health Network.

Community Howard Regional Health – Community Howard Regional Health admitted its first patients in 1961, following nearly a decade of planning and community fundraising in Howard County, Indiana. It serves a population of approximately 84,000 people in and around Howard County. It became a part of Community Health Network in 2012.

Additional sites of care include:

Community Rehabilitation Hospital West – Located in Brownsburg, Indiana, and opened in 2023, the 40-bed inpatient facility offers access to aid in the recovery of individuals with acute injury, impairment, or illness, such as stroke, brain injury, spinal cord injury, orthopedic injury, cardiovascular or pulmonary issues, neurological conditions, amputation, and trauma.

Community Rehabilitation Hospital North - Located on the Community Hospital North medical campus, the inpatient facility offers access to individuals with a broad range of diagnoses - from brain and spinal cord injury to

stroke and amputation. The 60-bed hospital, maintained in partnership with Kindred Healthcare, has an advanced accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) in Adult Inpatient Care and for their Inpatient Brain Injury, Stroke and Amputation Specialty Programs and earned The Joint Commission's Gold Seal of Approval® for Amputation and Stroke Certification.

Community Rehabilitation Hospital South - The 44-bed, free-standing south-side hospital opened in August 2018 to expand access to the exceptional rehabilitation care found at Community Rehabilitation Hospital North. It too has earned The Joint Commission's Gold Seal of Approval.

Community Heart and Vascular Hospital – Located on the campus of Community Hospital North, Community Heart and Vascular Hospital provides groundbreaking, comprehensive heart and vascular care.

Community Fairbanks Recovery Center – Fairbanks provides alcohol and drug addiction treatment and recovery services specializing in trauma-informed, evidence-based recovery programs for adults, adolescents, and families. The Fairbanks continuum of care supports patients throughout their journey of recovery, including inpatient, outpatient, and residential recovery services.

Community Health Network's Mission, Vision, and Values

Mission

Deeply committed to the communities we serve, we enhance health and well-being.

Vision

We strive to simply deliver an exceptional experience - with every life we touch.

Values

- P – Patients first.
- R – Relationships.
- I – Integrity and Inclusion
- D – Diversity
- E – Excellence.

Position Summary

Reporting Relationship

Reporting to the President and CEO [Patrick McGill](#), M.D., the Executive Vice President and General Counsel (General Counsel) serves in support of the organization's mission and goals related to patient care. This role serves as a point of contact for top management and the Board of Directors in providing information and resolving issues in all legal affairs and compliance matters. The General Counsel also participates as an active member of the [Executive Committee](#) and collaborates with peers to ensure optimal service delivery across the organization.

Responsibilities

The successful Executive Vice President and General Counsel candidate:

- Manages, directs, supervises, coordinates, and performs general operational-related legal services for Community Health Network, including its hospitals, medical group, foundation, and their related operations.
- Serves as Corporate Secretary for Community Health Network's Board of Directors, advising on corporate governance-related matters and best practices, including any governance structuring and maintenance of corporate records.
- Acts as a key strategic legal advisor, counselor, and business partner to Community Health Network's executive committee and senior management teams, including at Community Health Network's hospitals and system services.
- Oversees the attorneys, internal audit, and other staff within Legal Affairs, whose primary role is the performance of legal services and support across internal audit, legislative affairs, social accountability/community benefit, corporate investigations, and ethics.
- Oversees the selection, retention, management, and evaluation of all outside legal counsel.
- Participates actively in the leadership of the Legal Affairs Department, and is engaged in the planning, management, administration, direction, and decision-making of the Department.
- Engages in proactive and ongoing communication with Community Health Network leadership to coordinate the efficient and effective delivery of legal services.
- Participates in the definition and development of corporate policies, procedures, and programs.
- Serves as key legal advisor on all major business transactions, including mergers, acquisitions, divestitures, joint ventures, integrations, and similar transactions.

Goals and Objectives

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

- Establish credibility and earn the trust and respect of the President and CEO, senior leadership, clinical leaders, and the Board of Directors through consistent engagement, sound judgment, and strategic insight.
- Be recognized as a strategic and collaborative leader—approachable, responsive, and thoughtful—with a strong ability to follow through. Deliver clear, actionable legal guidance rooted in a deep understanding of the healthcare landscape.
- Ensure the delivery of high-quality legal services that are business-oriented, solution-driven, and aligned with organizational goals. Define and communicate the legal affairs department's structure and scope of services, while elevating its reputation as a valued and trusted partner.
- Partner with the Chief Human Resources Officer and other leaders to define current labor relations priorities and necessary action plans.
- Partner with leaders to ensure enterprise-wide compliance with federal healthcare laws and regulations, including the Anti-Kickback Statute (AKS) and the Stark Law, by overseeing legal review of contracts, referral arrangements, and financial relationships to mitigate risk and uphold ethical standards.
- Optimize the balance between internal legal capabilities and external counsel by strengthening in-house expertise and streamlining processes. Establish a clear decision-making rubric for leveraging external counsel to ensure investments are made judiciously, with internal capabilities prioritized for routine and operational matters while reserving outside expertise for high-complexity or specialized legal needs.
- Evaluate the current legal team structure and design a future-forward organizational model. Lead recruitment efforts to fill key roles and implement a robust onboarding process to support team integration and success.
- Cultivate a supportive and inclusive team culture where individuals feel valued, heard, and connected through open communication, mentorship, and opportunities for growth.

Candidate Qualifications

Education/Certification

- A Juris Doctor or equivalent degree from an accredited law school in the United States.
- Active membership in the Indiana State Bar or eligibility for admission based on reciprocity is required with licensure in good standing in any jurisdiction without any instances of suspension, revocation, censure, or other adverse events.

Knowledge and Work Experience

- At least 10 years of experience practicing healthcare law; experience working on matters of corporate governance and with a board of directors; substantial experience and recognized expertise in all major laws and regulations governing the day-to-day operations of a large health care system.

Leadership Skills and Competencies

Strategic Leadership

- Visionary Thinking: Anticipates legal and regulatory trends and aligns legal strategy with organizational goals.
- Business Acumen: Understands the healthcare industry, including clinical operations, research, and payer/provider dynamics, to provide legally sound and business-savvy counsel.
- Change Leadership: Drives transformation within the legal function and across the enterprise, fostering innovation and adaptability.

Legal Expertise and Judgment

- Expert Legal Counsel: Provides high-quality, timely, and practical legal advice across a broad range of issues, including compliance, risk, governance, litigation, and transactions.
- Risk Management: Identifies, assesses, and mitigates legal and regulatory risks proactively.
- Ethical Stewardship: Champions integrity, transparency, and ethical decision-making throughout the organization.

Influence and Relationship Management

- Executive Presence: Builds trust and credibility with the President and CEO, Board of Directors, and senior leadership through confident, clear, and strategic communication.
- Stakeholder Engagement: Cultivates strong relationships with internal and external stakeholders, including regulators, outside counsel, and community partners.
- Collaboration: Works cross-functionally to support enterprise-wide initiatives and foster a culture of partnership.

Operational Excellence

- Departmental Leadership: Defines and leads the legal department's structure, priorities, and service delivery model to ensure responsiveness and value.
- Talent Development: Recruits, develops, and retains top legal talent; fosters a high-performing, inclusive, and engaged team.

- Process Improvement: Implements systems and practices that enhance efficiency, accountability, and service quality.

Communication and Influence

- Clear Communicator: Translates complex legal concepts into actionable guidance for diverse audiences.
- Negotiation and Advocacy: Leads negotiations and advocates effectively in high-stakes situations.
- Crisis Management: Provides calm, decisive leadership during organizational challenges or legal crises.

The Community

Indianapolis, Indiana



Indianapolis is the capital city and the economic and government center of Indiana. Encompassing a metropolitan population of 1.9 million, it is the 15th-largest city in the nation.

This diverse city boasts a high quality of life, a reasonable cost of living, and easy commutes. Indianapolis has six thriving cultural districts, each offering a distinct mix of shopping, dining, and entertainment. Named "the biggest and boldest step by any American city" by Project for Public Spaces in New York City, the \$63 million Indianapolis Cultural Trail is an internationally acclaimed eight-mile biking and walking trail that connects all six of Indy's Cultural Districts. Indy is one of the country's most walkable cities, with numerous parks, paths, and recreational amenities promoting a healthy and active lifestyle.

Indianapolis lies on the White River near the center of the state at the heart of a nine-county metropolitan area. The city is built on a level plain surrounded by low, gently sloping hills. It is a planned municipality with radiating streets that converge on Monument Circle in the city center. The climate is typical of the east-central Midwest, with warm to hot summers and cold winters; precipitation is moderate and spreads evenly throughout the year.

Indianapolis is home to outstanding cultural institutions and companies such as Eli Lilly & Co, Roche Diagnostics, and Dow AgroSciences. Indianapolis, often called Indy, is home to the Indiana Pacers (NBA), Indiana Fever (WNBA), and the Indianapolis Colts (NFL). The city is widely recognized for hosting the Indianapolis 500 — the

world's oldest 'major four' automobile race, which takes place each year on Memorial Day weekend. Indianapolis also regularly hosts major sports events such as the NCAA Final Four.

The Indianapolis Airport was the world's first complete aviation campus to earn LEED-certification. Indianapolis International Airport is approximately 15 minutes from downtown. The first new international airport in America designed and built after September 11, 2001, Indianapolis International Airport was named the [best airport in North America by Airports Council International](#) for fourteen consecutive years. Traveling to and around Indianapolis is easy, convenient, and affordable. Known as the Crossroads of America, Indy is within a day's drive of over half of the country's population.

Learn more at [Visit Indianapolis](#).

Procedure for Candidacy

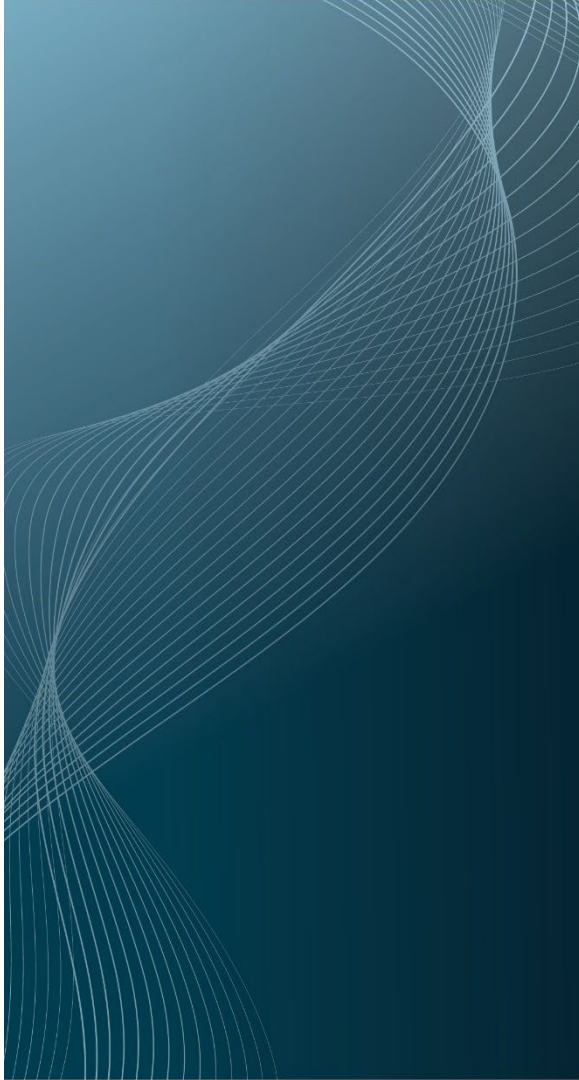
Please direct all nominations and applications to Werner Boel, Donna Padilla, and Tyler Workman through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button. For additional questions or inquiries, please contact Tyler Workman at tworkman@wittkieffer.com.

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Community Health Network is proud to be an equal opportunity employer, seeking to ensure that every caregiver feels empowered, respected and recognized at all times. We seek to employ qualified individuals in all positions and in all departments, provide equal opportunity for advancement of employees, and administer these and all other matters concerned with employment in a manner which will not discriminate against any person due to their age, race, color, disability, religion, gender or national origin or any other protected characteristic.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Community Health Network documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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