



President and Chief Executive Officer

LEADERSHIP PROFILE

FEBRUARY 2026



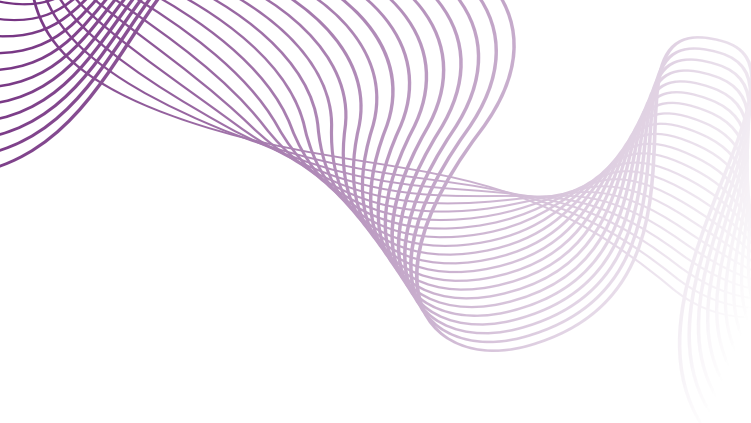
WittKieffer

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CONTENTS

- 01** The Opportunity
- 02** Organization Overview
- 05** Position Summary
- 08** Goals and Objectives
- 09** Candidate Qualifications
- 11** The Community
- 14** Procedure for Candidacy



THE OPPORTUNITY

Midwest Transplant Network (MTN), a nationally recognized, top-performing Organ Procurement Organization (OPO), is seeking an accomplished and mission-driven President and Chief Executive Officer. Headquartered in Westwood, Kansas, MTN serves Kansas and Western Missouri, partnering with more than 200 hospitals to coordinate organ, eye, and tissue donation. As a Tier 1A OPO and ranked 4th in donation nationally and 7th in transplantation for national metrics established by CMS, MTN is distinguished by its exceptional performance across a diverse mix of urban and rural communities. The CEO will succeed Jan Finn, who has been a leader in the OPO space, originally joining MTN in 1990, and has served as CEO since 2017.

Midwest Transplant Network (MTN) is one of 56 federally certified organ procurement organizations in the United States, serving Kansas and the western two thirds of Missouri. Since its founding in 1973, MTN has worked in close collaboration with donor families, hospitals, transplant centers, and professional partners to facilitate lifesaving and life enhancing organ, eye, and tissue donation. The organization provides comprehensive services across its Donation Service Area (DSA) including organ procurement, surgical tissue and eye recovery, complex laboratory testing including HLA and 24/7 rapid response to hospital referrals from its headquarters in Kansas City and from three regional offices. MTN consistently ranks among the top 10% of OPOs nationwide, reflecting its high standards, exceptional quality, and strong regional partnerships.

This role represents a career-defining opportunity to lead a highly respected organization with a strong national reputation, an extraordinary life-saving mission, and a deeply committed workforce. The next CEO will work closely with a talented and high performing Board and leadership team to chart MTN's strategic future, advance continuous performance improvement, and strengthen partnerships across the donation and transplant community. They will serve as a persuasive advocate for organ and tissue donation and a compassionate champion for donor families, transplant recipients, and the communities MTN serves. The CEO must also serve as an influential national voice by engaging legislators, regulators, media, and the public to elevate the field of donation and transplantation.

The ideal candidate is an innovative, inspirational healthcare leader with experience in complex, highly regulated environments. They will demonstrate strategic insight, operational excellence, and the executive presence to represent MTN across the region and the national donation and transplantation community. This leader will build on a strong foundation of success, ensuring that MTN continues to honor donor families, serve transplant candidates, and expand the availability of life-saving organs and tissues. They will champion continuous improvement across MTN and the OPO industry. Equally important, this leader will strengthen and sustain MTN's strong, people-first culture by fostering staff development, engagement, and belonging while reinforcing the accountability and respect that define the organization. They will further elevate transparent communication and visible leadership across high-performing teams in a 24/7 environment. This is also an exceptional personal opportunity to live in the Kansas City region, known for its welcoming communities, vibrant culture, and access to outstanding outdoor recreation.



ORGANIZATION OVERVIEW

Midwest Transplant Network (MTN) is a federally certified, not-for-profit Organ Procurement Organization (OPO) headquartered in Westwood, Kansas in the Kansas City Metro Area. MTN is a critical organization in the Midwest, facilitating organ, eye, and tissue donation for Kansas and for the western two-thirds of Missouri. The organization's origins trace back to 1973 when it began as Midwest Organ Bank at a time when organ transplantation was still in its relative infancy in the region. MTN has long been on the leading edge in the OPO space as Kansas was one of the first states to adopt brain death criteria as the legal definition of death and paved the way for modern organ donation practices. MTN has been at the forefront of embracing technological advancements and process improvements within the OPO space. From early kidney transplants in Kansas City hospitals to today's sophisticated donor care units, MTN has consistently evolved to meet growing needs. At the request of the local community health care provider network in 1989, MTN began its tissue donation services and expanded into eye donation in the mid-1990s. MTN operates a high complexity laboratory serving the needs of five local transplant centers by providing donor-recipient matching for transplantation of organs and bone marrow transplant.

MTN works with 245 hospitals and five transplant centers in its service area, including major regional organizations such as Children's Mercy Kansas City, Research Medical Center, Saint Luke's Health System (BJC), University of Kansas Health System and the University of Missouri Health Care in Columbia, MO. These partnerships ensure timely referrals, efficient organ placement, and adherence to national standards. MTN ranks among the top 10% of OPOs in the United States, according to Centers for Medicare & Medicaid Services (CMS). It consistently achieves Tier 1A performance ratings for donation and transplantation rates, placing it third nationally among 56 OPOs. MTN's laboratory maintains CLIA and ASHI accreditation and provides services for anonymous living kidney donation to match donors with local transplant centers.

MTN has been a pillar of the healthcare community in the region, with 2023 marking the organization's 50th anniversary. MTN has a longstanding active approach to outreach, including large-scale events like the annual Donate Life Legacy Walk, which drew 1,800 participants in 2025, and ongoing campaigns to increase donor registration. Currently, more than 2,100 people in Kansas and Missouri await a transplant, underscoring the importance of MTN's work.

Currently, MTN posts approximately \$109 million in revenue and has an operating margin of 5%.

Projected for 2026

Annual Revenue (2026)	\$109.1 million
Annual Expenses	\$105.8 million
Net Assets	\$80 million
Employees	~340 staff

Mission

Saving lives by honoring the gift of organ and tissue donation with dignity and compassion

Vision

Leading organ and tissue donation through excellence, quality and partnerships

Services

Organ, Eye, and Tissue Recovery

MTN coordinates the recovery of organs, corneas, and tissues for transplantation. Its Donor Care and Surgical Recovery Unit (DCU), a state-of-the-art facility, enables in-house donor management and surgical recovery. This unit ensures expert care for donors and their families while streamlining the recovery process for transplant teams. MTN is in the process of adding a state-of-the-art simulation lab to enhance learning for clinical staff.

Donor Family Support

Recognizing the emotional impact of donation, MTN offers extended support and education programs for donor families. These services include memorial events and ongoing communication to honor donor heroes and support grieving families in the Kansas City area, Wichita, Columbia, and Joplin.

Laboratory Services

MTN operates an award-winning histocompatibility laboratory, performing critical tests such as blood typing, tissue matching, and post-transplant monitoring. In 2024, MTN's lab conducted over 40,000 transplant-supporting tests, ensuring compatibility and safety for recipients.

Education and Outreach

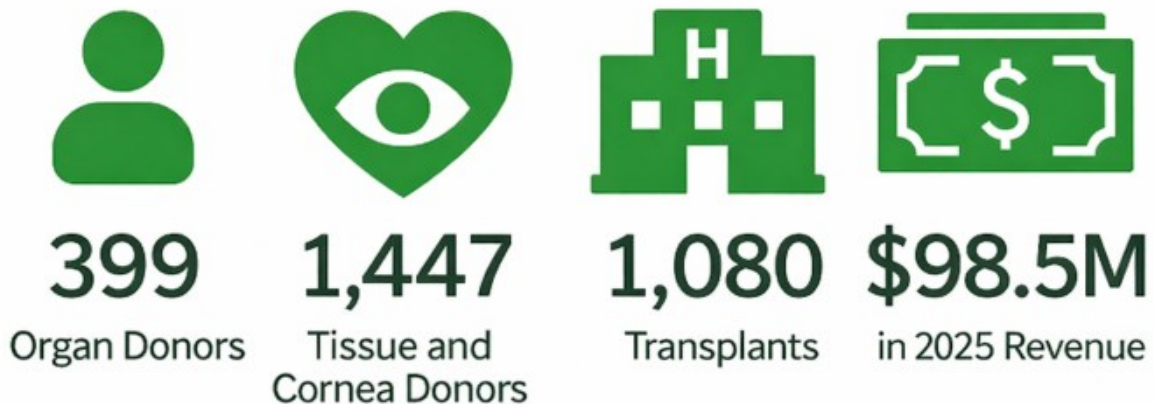
MTN invests heavily in community education and professional training. It hosts Critical Care Donation Symposia in Kansas City, Wichita, and Columbia, donor family events like Hope for the Holidays, and public awareness campaigns to encourage donor registration. MTN also provides continuing education for hospital staff, ensuring best practices in donor management.

Innovation in Organ Recovery

MTN announced in 2025 a new partnership with a perfusion company to introduce Abdominal Normothermic Regional Perfusion (A-NRP), a cutting-edge technique that improves organ viability by restoring blood flow under near-normal conditions before transplantation. MTN also coordinates Thoraco-Abdominal Normothermic Regional Perfusion (TA-NRP) to support maximization of transplantable organs. This innovation enhances transplant success rates and expands the pool of usable organs. The collaboration with hospitals and transplant teams improves donor organ viability to increase the number of successful transplants. MTN leaders provided education to organ donor hospitals within the service area as well as collaborating with the Center for Practical Bioethics to develop a white paper supporting NRP.

Commitment

Midwest Transplant Network is committed to embracing a workforce reflective of the communities we serve. Our efforts are focused on sharing and expanding knowledge, valuing differences, building trust, and being inclusive of all who contribute to the success of MTN's mission.



For more information, please visit: <https://mwtn.org/>



POSITION SUMMARY

This position is responsible for providing oversight in all operational areas and leadership in the development and execution of strategic and operational plans. The role is focused on efforts that support the mission of Midwest Transplant Network (MTN) and result in continued growth and improvement, the retention of superior talent, a high level of stakeholder satisfaction, and a superior image in the community. Responsible for maintaining excellent communication with the Boards, seeking input and providing accountability for executing the delegated charges from the Board(s).

Reporting Relationships

The Chief Executive Officer will report directly to the Board of Directors. The CEO will have the following direct reports:

- Chief Clinical Officer
- Chief People Officer
- Chief Financial Officer
- Chief Administrative Officer
- Chief Stakeholder Engagement Officer
- General Counsel

Responsibilities

The successful CEO candidate will:

Leadership

- Provides overall direction and leadership in the development, communication, and achievement of organizational goals and objectives to support the mission, operational growth, and financial health of MTN.
- Holds leadership team accountable for work processes in the execution of strategies aimed at achieving organizational goals, including accountability for direct reports.
- Assures organizational resources and expertise are available and integrated to meet the needs and expectations of donor hospitals, transplant centers, and donor families.
- Evaluates organizational functions and services on an ongoing basis to assure short- and long-term objectives are achieved and remain focused on the mission.
- Proactively initiates improvements in organizational structure and/or services when conditions suggest changes are needed to facilitate growth and innovation at MTN.


- Collaborates with the Chief Financial Officer in providing overall leadership and direction in the development and communication of the budgeting process to ensure appropriate integration with the long-term goals and objectives of MTN.
- Oversees the appropriate involvement of staff in the analysis, establishment and acceptance of goals; assures appropriate resources and facilities are available to achieve established goals.
- Oversees the analysis, evaluation, management, and reporting of financial information to the Board of Directors, management, and employees.
- In conjunction with the executive team, adjusts operating plans as necessary to achieve established objectives.
- Incorporates best practices into the systems, policies, programs, and procedures of MTN so that established national donation standards can be met or exceeded.
- Regularly communicates with the leadership team to engage in processes to understand current landscape and listen to areas of concern for future development or action.

Organizational Development

- Responsible for overall leadership and direction in conjunction with the Chief People Officer to assure the availability of skills and abilities needed to meet the organization's mission and goals along with appropriate staffing levels to support work processes.
- Oversees the development of systems, programs, and policies to ensure human resources are effectively directed to focus on employee engagement and satisfaction.
- Communicates and models the vision and values of the organization to create a sense of teamwork among employees; establishes and oversees the cultural dynamics of the organization.
- Provides leadership and oversight to the training, development, and performance of assigned staff to retain a motivated, professional workforce for MTN.
- Collaborates with human resources to recruit and select direct reports for all executive level positions.
- Establishes and communicates job responsibilities and performance expectations to assure mutual understanding of desired results; resolves internal or external barriers that prohibit successful goal achievement.
- Approves succession plans to ensure skilled staff are in place for the future success of MTN.

Organizational Representation and Development

- Oversees and/or represents Midwest Transplant Network to regulatory agencies, elected officials, donor hospitals, transplant centers, donor families, other non-profit organizations and the public to appropriately reflect MTN as an industry expert and trusted resource to the community.
- Participates in engagement opportunities to educate and influence elected officials and respond to regulatory/legislative policies in order to provide the best environment for the mission and constituents of MTN.
- Participates actively in community events to raise awareness of organ and tissue donation.

- 
- Ensures an effective corporate compliance program for MTN to minimize risk and adhere to all federal/state laws and regulations, as well as policies and accreditation standards.
 - Oversees programs and processes are in place to maintain compliance.
 - Manage corporate compliance issues and reporting requirements for thorough investigation, remediation and resolution, involving external expert resources as needed.

Clinical Development

- Oversees the identification and/or execution of research that will promote a better understanding of the donation process and clinical practices to advance the mission of MTN.
- Provides overall leadership in the approval and prioritization of research projects conducted by MTN staff, according to established policy.
- Provides regular updates to the Board of Directors on the progress of significant research programs underway.
- Serves in national leadership positions in the field of organ donation (such as OPTN, AOPO) to influence national policy in support of programs and practices that further the mission of MTN.
- Collaborates with the Chief Clinical Officer in the management of clinical staff and resources to maximize donation and the recovery of organs for transplantation.

Board of Directors

- Establishes and maintains a positive and effective working relationship with the Board of Directors to develop support for decisions and actions that will fulfill the mission of the organization.
- Responsible for board member engagement by providing orientation and educational opportunities.
- Works closely with the board chairperson and executive committee to formulate plans to allow for optimal provision of services to the community.
- Assures the Board is fully informed of business/clinical activity, financial results, and how MTN compares to national standards; recommends adjustments in operating plans as necessary to meet established goals and objectives.
- Keeps the Board informed of any legislation, regulations or other events that may impact governance and/or operational issues.
- Provides leadership to the Governance Committee in the identification and recruitment of potential members of the Governing Board and Advisory Board; works collaboratively with the board to ensure an effective and efficient board and committee structure, including election of board leadership.



GOALS AND OBJECTIVES

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

- Establish a high level of credibility and trust with the Board, direct reports and staff, as well as leadership at the transplant centers and donor hospitals in the region.
- Gain a thorough appreciation for the history of MTN, valuing the strong work that has been done and finding ways to strengthen the organization's foundation and culture of innovation as an industry leader.
- Sustain Tier 1A CMS Performance by continuously improving clinical outcomes, compliance, and quality systems that underpin MTN's ranking while prudently adopting innovations that enhance effectiveness without destabilizing operations.
- Strategic Plan 2027 Alignment: Gain a full understanding of MTN's strategic planning process, including historical context and future direction with the development of the next five-year plan, and thoughtfully provide their own input on its execution.
- Serve as MTN's 'face', representing and its mission, vision and values with external stakeholders, including regulatory agencies, legislative representatives, the industry, clinical partners, community and public.
- Support and Model "Be Real" Values: Actively reinforce MTN's values—particularly authenticity, respect, and transparency—ensuring they shape how staff treat one another, stakeholders, and donor families.
- Build and maintain trusted partnerships with donor hospitals, supporting high-quality referrals and donation practices. Foster deep collaboration with transplant centers, ensuring seamless coordination and shared priorities. Engage regularly and meaningfully with the Board of Directors, providing transparency, strategic counsel, and partnership.
- Provide direction and mentorship to the senior management team; ensure the organization has a high-performing, dedicated group of leaders and that all levels of management have the appropriate training and tools to further enhance a culture committed to high quality, service-centric care, staff empowerment, and accountability.



CANDIDATE QUALIFICATIONS

Education/Certification

- Advanced degree in business, hospital administration, or a healthcare-related field and fifteen or more years direct experience in an executive management position within a non-profit or health related organization; or a combination of education and experience providing equivalent knowledge.

Knowledge and Work Experience

- A combination of education and experience equivalent to at least 15 years of healthcare and/or business administration and at least five years of senior leadership responsibilities. Ten or more years of senior leadership experience in an Organ Procurement Organization preferred.
- Experience driving transformational change in a complex and highly-regulated healthcare environment.
- Working knowledge of OPOs, AOPO, UNOS, CMS, AATB and other related industry organizations.
- Experience building strategic relationships with community leaders and physicians is required.
- Deep experience in healthcare and a keen understanding of healthcare dynamics. Clinical knowledge and experience leading clinical teams is a plus.
- Knowledge of legal and regulatory requirements applicable to non-profit corporations, health care, donation and transplantation.
- Experience establishing effective working relationships with governance oversight, including a Board of Directors, and various other constituencies.
- Knowledge of anatomy and medical terminology related to organ and tissue donation; ability to communicate effectively and at the appropriate level with clinical staff within MTN, at donor hospitals, transplant centers and in the community.

Leadership Skills and Competencies

- An authentic, relational person who is adept at building and maintaining effective relationships with a wide range of internal and external stakeholders.
- A humble yet confident leader who is transparent, direct and firm in setting organizational direction and brings tempered patience and perseverance to achieve success.
- A leader that brings compassionate, culture-first mindset, strong mission orientation and exceptional interpersonal, communication and listening skills.

- Ability to translate strategy and vision to actionable objectives, with a readiness and willingness to take calculated risks and initiate and lead change.
- A hands-on leader who is willing to roll up their sleeves and do the work when required.
- A highly strategic, visionary leader with strong execution skills.
- Skilled in establishing and leveraging relationships with internal and external contacts representing a wide range of stakeholder groups.
- Strong analytical skills, including the ability to think strategically on complex operational issues.
- Ability to use quantitative and qualitative information to develop strategies, plans, policies and solutions.
- A data-driven leader who promotes a culture of accountability and has a sense of urgency for getting things done.
- Ability to be flexible to respond to continuously changing situations, issues and priorities.



THE COMMUNITY

Greater Kansas City Area

The Kansas City metropolitan area is a bi-state metropolitan area anchored by Kansas City, Missouri. Its 14 counties straddle the border between the U.S. states of Missouri and Kansas. With a population of more than 2.1 million people, it is the second-largest metropolitan area centered in Missouri and is the largest metropolitan area in Kansas, though Wichita is the largest metropolitan area centered in Kansas. Known as the “City of Fountains,” there are more than 200 fountains gracing Kansas City’s landscape.

There are over 135 miles of boulevards and parkways that wind their way through and provide green connections for Kansas City’s “city within a park.” The George Kessler-designed system balances the need to move traffic while maintaining Kansas City’s reputation as the “Paris of the Plains.” The crown jewel of the KC Parks system is Swope Park, which, at 1,805 acres, is one of the largest municipal parks in the United States.



Cultural attractions include:

- Union Station, which opened in 1914, is Missouri's second-busiest train station and boasts theaters, ongoing museum exhibits, and attractions such as the Science City at Union Station, the Irish Museum and Cultural Center, and the Todd Bolender Center for Dance and Creativity.
- The National World War I Museum, which was opened to the public initially in 1926, is now a 32,000-square-foot facility dedicated to "remembering, interpreting and understanding the Great War and its enduring impact on our global community." The grounds were also designed by George Kessler and serve as an extension of his architectural vision for the city.
- The Nelson-Atkins Museum of Art is known for its encyclopedic collection of art from nearly every continent and culture, and especially for its extensive collection of Asian art. Its new Block Building has been named by Time Magazine as one of the "10 Best (New and Upcoming) Architectural Marvels" in 2007.
- The Negro Leagues Baseball Museum (NLBM) is the world's only museum dedicated to preserving and celebrating the rich history of African American baseball and its impact on the social advancement of America. The privately funded, 501c3, not-for-profit organization was established in 1990 and is in the heart of the City's Historic 18th & Vine Jazz District. The historic 18th and Vine Jazz District, which was resurrected in the late 1990s, is also home to the American Jazz Museum and the Gem Theater.
- The Country Club Plaza is the City's premier retail, dining and entertainment destination, offering 100 shops and dozens of fine restaurants nestled within old-world architecture.
- The Kansas City metropolitan area has more than 100 barbecue restaurants, a number of which are nationally recognized, including a local favorite, Joe's Kansas City Bar-B-Que. The area is home to several large barbecue cooking contests, most notably the Great Lenexa BBQ Battle and the American Royal World Series of Barbecue - the largest barbecue competition in the world.
- The city is well known for its music; its rhythm and blues, its swing and big bands, and most of all, its jazz. There are many great clubs and joints to hear great jazz music in Kansas City. This includes The Phoenix in downtown's old "Garment District," The Blue Room, The Majestic Restaurant, and the Green Lady Lounge.
- Amidst the skyscrapers and fantastic art deco buildings can be found a vibrant, new energy in the heart of the city which has been ranked as one of "America's Ten Best Downtowns" by Forbes. Most notable is the eight-block Power & Light District, an entertainment hub with more than 50 bars, restaurants and shops, including KC Live! - the district's covered outdoor courtyard which hosts over 130 free events annually.
- Across the street is the T-Mobile Center, one of the country's busiest arenas, and connected via the Grand Lobby is the two-floor and 41,500-square-foot College Basketball Experience, a world-class entertainment facility that houses the National Collegiate Basketball Hall of Fame.
- Near the Power & Light District is the Kauffman Center for the Performing Arts, home to the Kansas City Symphony, the Lyric Opera of Kansas City, and the Kansas City Ballet.
- The Kansas City Zoo is a great attraction for those young and old alike. Spread over 200 acres with habitats for over 1,300 animals, it attracts visitors from around the world due to its world-class exhibits and exceptional programs.

- The Starlight Theatre is a 7,958-seat outdoor theatre in Kansas City, Missouri, that presents Broadway shows and concerts. It is one of the two major remaining self-producing outdoor theatres in the U.S. and Starlight's Cohen stagehouse also permits it to present many national Broadway touring shows.
- Kansas City is a top-tier sports town, and between Royals baseball and Chiefs football, the Sporting KC MLS and KC Current NSWL teams, and NASCAR at the Kansas Speedway, there is always a game or event to catch.
- The new Rock Island Bridge entertainment district is set to open as a new landmark destination. Rising above the Kansas River, this 120-year-old bridge is being reimagined for dining, events, and unforgettable experiences.

For more information on the community, please visit:

<https://www.visitkc.com/>





PROCEDURE FOR CANDIDACY

Please direct all nominations and applications to Tom Quinn and Trey Wilson through the office of Trey Wilson twilson@wittkieffer.com. Candidates can also visit the Candidate Portal via the WittKieffer website at www.wittkieffer.com.

Tom Quinn

Senior Partner

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Trey Wilson

Consultant

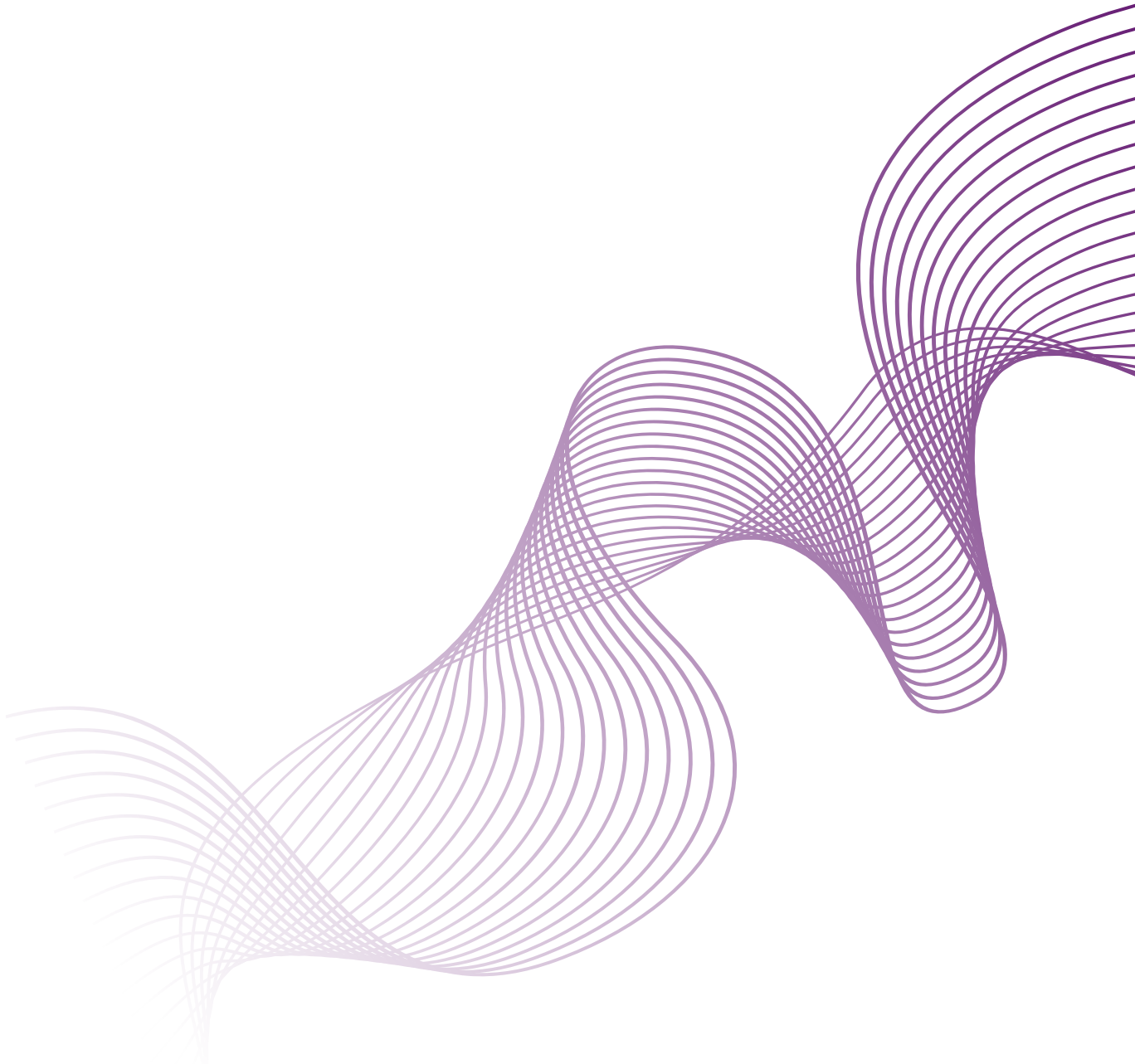
(314) 754-6065

It is the policy of Midwest Transplant Network (MTN) to provide equal opportunity in employment to all employees and applicants for employment. No person will be discriminated against in employment because of race, color, religion, sex (including pregnancy), sexual orientation, gender identity, gender expression, ethnic origin, age, genetic information, disability, protected veteran status, arrest record, or any characteristic protected by applicable federal, state or local laws. In addition, the organization complies with applicable state and local laws governing non-discrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, employee activities and general treatment during employment

MTN is committed to complying with state and federal disability laws and makes reasonable accommodations when requested by a qualified applicant or employee with a disability to enable the applicant or employee to be considered for the position they desire, to perform the essential functions of the position in question, or to enjoy equal benefits and privileges of employment as are enjoyed by other similarly situated employees without disabilities, unless the accommodation would impose an undue hardship on the operation of MTN's mission.

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 Midwest Transplant 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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