

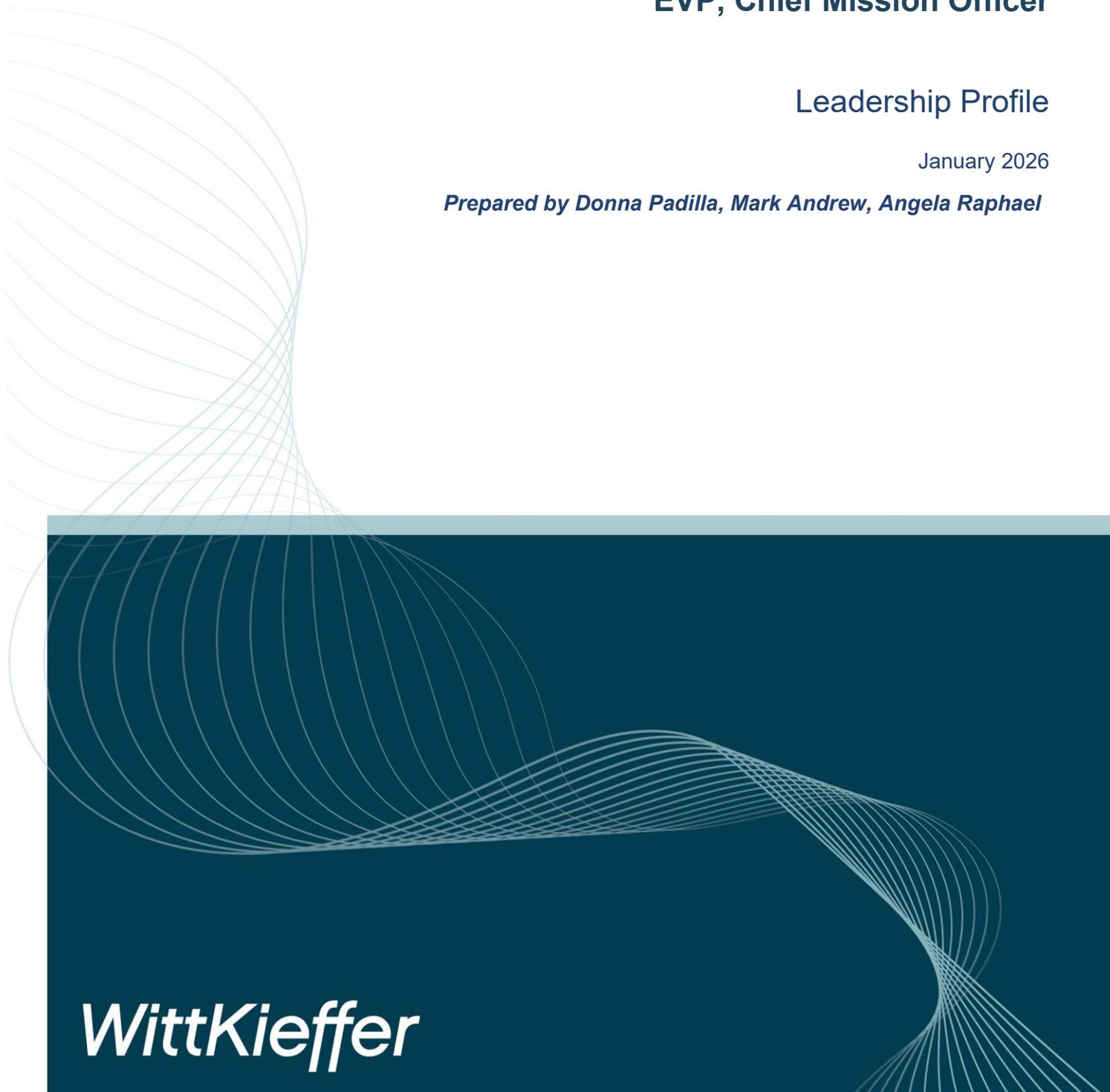


EVP, Chief Mission Officer

Leadership Profile

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WittKieffer

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The Opportunity

Delivering services across seven states, Providence Saint Joseph Health (PSJH) is committed to touching millions of lives and enhancing the health of the American West to transform care for the next generation and beyond. As a comprehensive healthcare organization, PSJH is committed to serving more people, advancing best practices, and continuing its more than 100-year tradition of serving the poor and vulnerable.

The Executive Vice President, Chief Mission Officer (Chief Mission Officer) plays a pivotal role in guiding this work, serving as a strategic leader and member of the Senior Leadership Team. Reporting directly to the President & Chief Executive Officer (CEO) and serving as a member of the Executive Council, the Chief Mission Officer is a trusted advisor to senior leadership, including the Board of Directors, Sponsors, Regional Executives, and Community Ministry Boards. The Chief Mission Officer also cultivates meaningful relationships with external partners, including Catholic Church officials and affiliated entities, to uphold and advance the ministry's spiritual and ethical commitments.

This next leader will design and implement strategies that advance mission integration, including formation programs, ecclesial relationships, Catholic ministry identity, adherence to Ethical and Religious Directives, stewardship, ethics, pastoral education, and workplace spirituality. The role also oversees initiatives that enrich the spiritual and cultural dimensions of leadership and caregivers, while maintaining strong relationships with diocesan bishops and the broader Catholic community. Additionally, the Chief Mission Officer contributes to evaluating partnerships and affiliations, ensuring alignment with the PSJH's mission and values. A key responsibility is fostering a culture of innovation and transformation that supports clinical, operational, and business goals while enhancing patient experience, consumer engagement, and population health.

PSJH seeks a mission-driven leader who can balance organizational priorities with the spiritual foundation of their work. The ideal candidate will possess deep knowledge of the Catholic tradition, an awareness of current trends in Catholic healthcare, and experience leading complex change. This individual should be a collaborative systems thinker with a proven ability to integrate mission into strategy and operations.

Organization Overview

Providence



Providence Saint Joseph Health (PSJH) continues to use its voice to advocate for vulnerable populations and necessary reforms in health care. In 2025, PSJH is accelerating efforts to transform care by focusing on keeping people healthy and making services more convenient, accessible, and affordable for all. Amid economic uncertainty and evolving health care challenges, they remain steadfast in their commitment to delivering high-quality, compassionate care to everyone - regardless of coverage or ability to pay. They are actively redesigning operations and care models to ensure their mission thrives today and into the future.

Together, PSJH's 122,000 caregivers (all employees) serve in 51 hospitals, 1,000 clinics, and a comprehensive range of health and social services across Alaska, California, Montana, New Mexico, Oregon, Texas, and Washington.

In 2025, PSJH continues to adapt to shifting reimbursement models, rising costs, and regulatory changes, while investing significantly in community benefit and innovation. PSJH finished the 2025 fiscal year with approximately \$30 billion in Operating Revenue.

PSJH is across seven states:

- Alaska
- Montana
- Oregon
- California
- New Mexico
- Texas
- Washington

The Providence Saint Joseph Health (PSJH) family of organizations includes:

- [Covenant Health in West Texas and New Mexico](#)
- [Facey Medical Group in Los Angeles, CA.](#)
- [Kadlec in Southeast Washington](#)
- [Pacific Medical Centers in Seattle, WA.](#)
- [Swedish Health Services in Seattle, WA.](#)

Sponsors Council

The Sponsors Council for PSJH is comprised of two Public Juridic Persons (PJPs), Providence Ministries, and St. Joseph Health Ministry. Each is independent with its own enumerated reserved rights. The PJPs collaborate with one another under a covenantal relationship to ensure PSJH's faithfulness to its Mission, Catholic identity, and by providing oversight of its adherence to Catholic Social Teachings and the Ethical and Religious Directives for Catholic Health Care Services (ERDs). As a faith-filled community, the Sponsors use theological reflection and discernment in making decisions that draw on the individual and collective experience and wisdom of one another.

The PSJH Sponsors Council is comprised of religious and laity who, by virtue of their baptism, have been entrusted with the responsibility for safeguarding the Catholic identity of its healthcare, housing, and education ministries, and for ensuring that its operations and practices align with the teachings and ethical principles of the Catholic Church. In addition, Sponsors serve as guardians, guides and a spiritual presence bringing wisdom and insight to the challenges faced by the ministries. Mission, Vision, and Values. There are currently ten members of the Sponsors Council.

Mission

As expressions of God's healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.

Values

- **Compassion**—We reach out to those in need and offer comfort as Jesus did. We nurture the spiritual, emotional, and physical well-being of one another and those we serve. Through our healing presence, we accompany those who suffer.
- **Dignity**—We value, encourage, and celebrate the gifts in one another. We respect the inherent dignity and worth of every individual. We recognize each interaction as a sacred encounter.

- *Justice*—We foster a culture that promotes unity and reconciliation. We strive to care wisely for our people, our resources, and our earth. We stand in solidarity with the most vulnerable, working to remove the causes of oppression and promote justice for all.
- *Excellence*—We set the highest standards for ourselves and our ministries. Through transformation and innovation, we strive to improve the health and quality of life in our communities. We commit to compassionate, safe, and reliable practices for the care of all.
- *Integrity*—We hold ourselves accountable to do the right things for the right reasons. We speak the truth with courage and respect. We pursue authenticity with humility and simplicity.

Vision

Health for a Better World

Promise

“Know me, care for me, ease my way.”

More information about PSJH can be found at: www.Providence.org

Position Summary

The Executive Vice President, Chief Mission Officer (Chief Mission Officer) serves as a visible and trusted steward of the Catholic identity and moral tradition of PSJH. The Chief Mission Officer embodies moral integrity and servant leadership rooted in Gospel values, demonstrating humility, courage, and ethical clarity in complex environments. The Chief Mission Officer fosters a culture of discernment, transparency, and accountability, ensuring that decisions reflect both the healing mission of Jesus, the core values, and the ethical commitments of the Catholic Church in contemporary healthcare.

Reporting directly to the President & Chief Executive Officer (CEO) and serving as a member of the Executive Council, the Chief Mission Officer is a trusted advisor to senior leadership, including the Board of Directors, Sponsors, Regional Executives, and Community Ministry Boards. The Chief Mission Officer also cultivates meaningful relationships with external partners, including Catholic Church officials and affiliated entities, to uphold and advance the ministry's spiritual and ethical commitments.

The Chief Mission Officer will be supported by a team that includes:

- Chief Mission Officer, Providence Clinical Network
- Chief Mission Officer Ministry
- Chief of Mission Experience
- Division Chief Mission Officer (3)
- Division Chief Mission Officer, St. Joseph Community Partnership Fund
- Vice President Mission Leadership Institute
- Vice President Spiritual Health
- Vice President System Ethics Services
- Executive Director of Business Operations

Responsibilities

- Provides visionary leadership in articulating, advancing, and sustaining the Catholic mission, core values, and identity across PSJH in daily leadership behaviors, practices, and decisions.
- Serves as a strategic, spiritual leader who ensures that the ministry's mission and values are deeply integrated into organizational strategy, financial planning, operations, clinical practice, and governance structures - fostering a unified expression of ethical and compassionate service across all levels of the organization.
- Understands, incorporates, and lives the mission, vision, and values of PSJH in daily leadership behaviors, practices, and decisions.
- Guides, promotes, and advances a shared common understanding of the meaning and application of the mission and values of PSJH by its leaders. Develops and implements proactive strategies for infusing and sustaining the mission and values as an essential component of the culture as the organization evolves.
- Identifies, develops, and assesses standards for mission integration and facilitates their integration into policies, procedures, and practices of PSJH, its ministries, and affiliated entities; includes facilitating the organization's ethical discernment process.
- As a member of the Executive Council, provides ministry formation to the Council, participates in strategy planning, development, and decision making, leads system-wide initiatives, and provides communication and

support to the PSJH Board of Directors and appropriate committees as assigned. Exerts influence in decision-making to ensure the mission of the sponsoring congregations is vital and operational system-wide.

- In partnership with the Chief Operating Officer, creates leadership development strategies that integrate formation with leadership and management initiatives. Ensures an effective participative management climate with a special emphasis on the selection and development of committed, culturally diverse leaders.
- Provides leadership, guidance, and direction to mission integration leadership across the ministries and affiliated entities. Actively promotes the concept of being a “discerning community of committed leaders” consistent with Catholic teachings. Provides consultation and support to the ministries and affiliated entities, particularly in the areas of mission formation, spiritual care, ethics, and discernment. Assesses the adequacy of local mission resources needed to meet current and identified future needs and advocates for needed resources. In doing so, provides meaningful input in the selection and assessment of local mission leaders.
- Advises the CEO and senior leaders on social and political issues related to Catholic healthcare on a national and international level. Acts as a champion for initiatives that strengthen Catholic healthcare advocacy and address the issues of ethics, care for the poor and vulnerable, social justice, and social responsibility. In doing so, establishes a network and maintains positive relationships with colleagues in other Catholic organizations, particularly the Catholic Health Associations, related state associations, and other congregations with ministries in health care. Supports local ministries and affiliated entities in their relationships with the local church.
- Understands and promotes continuous quality improvement through process redesign and re-engineering, leading key teams as appropriate, to enhance the quality and delivery of service. Models behaviors that support continuous learning and empowerment through team leadership.
- Possesses a general knowledge of applicable Federal, State, and local laws/regulations; the PSJH Integrity and Compliance Program and Code of Conduct; Canon Law, as well as other policies and procedures in order to ensure the organization operates in a manner that reflects honest, ethical, and professional behavior.
- Assists the Sponsors Council in fulfilling its responsibilities e.g. annual report to and visit with the Dicastery for Institutes of Consecrated Life & Societies of Apostolic Life; annual meetings with the bishops of the dioceses in which PSJH ministries are located (and more often, as necessary); sale of stable patrimony.
- In collaboration with the Sponsors Council, the Chief Mission Officer acts as liaison and advocates effectively for the ministry’s foundational commitments—especially those articulated in the Ethical and Religious Directives for Catholic Health Care Services (ERDs), Catholic Social Teaching, and the charisms of the founding congregations. The Chief Mission Officer ensures that Sponsor concerns, priorities, and theological perspectives are integrated into strategic planning, policy development, and executive decision-making. This includes:
 - Translates complex theological and moral principles into actionable guidance for leadership and governance.
 - Facilitates respectful dialogue and formation around contested or sensitive issues, with attention to ecclesial authority and pastoral nuance.
 - Provides advice and consultation on organizational and mission-specific trends.
 - Serves as a bridge between Sponsors, the Board, and Executive leadership, cultivating mutual understanding and mission alignment.
 - Advocates for vulnerable populations and the common good, especially in matters of clinical ethics, spiritual care, social justice, and community health.

Goals and Priorities

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

- **Foster Strong Partnerships:** Build and maintain a collaborative relationship with PSJH's President and CEO, system leaders, board and sponsor council members, and the broader leadership team. Serve as a trusted advisor and resource across the organization and the Dioceses, while sustaining open, positive dialogue with the institutional Church.
- **Advance Mission Integration:** Work closely with colleagues to design and implement initiatives that embed the mission throughout PSJH. Ensure that the mission is embraced at every level and actively lived out by all team members.
- **Champion Formation and Spirituality:** Provide leadership in promoting ministry formation and workplace spirituality. Develop strategies to extend mission-driven practices across all care settings through leadership development and formation programs.
- **Guide Ethical Standards:** Oversee ethics education and reviews, either directly or through external experts. Offer consultation on ethical questions, concerns, and complaints, and engage in legislative discussions that impact the ethical dimensions of PSJH's services and programs.
- **Strengthen Mission Services:** Evaluate current resources and ensure the organizational structure enhances mission services across the system. Mentor emerging mission leaders and implement succession planning. Model collaboration, team building, effective people management, and constructive conflict resolution.
- **Maintain External Engagement:** Stay informed on emerging trends and developments in Catholic healthcare. Represent PSJH actively at local, regional, and national levels through participation in relevant associations and professional organizations.

Candidate Qualifications

Education/Certification

- A master's degree in theology, healthcare administration, social sciences, business, or an equivalent field is required, including advanced education and background in theology, ethics, and spirituality, or an equivalent combination of education and experience.

Knowledge and Work Experience

- A minimum of seven to ten years of experience in a senior leadership role, including progressive experience leading mission integration within a healthcare setting, is strongly preferred. Demonstrated contemporary knowledge of healthcare delivery systems and ethical issues facing the field.
- Five or more years of experience serving in a related ministry of the Catholic Church. Thorough knowledge of the moral and social teachings of the Catholic Church.
- Experience as an educator or has facilitated or mentored in ethical discernment processes and is skilled in practicing adult learning principles. Proven experience in creating and implementing programs that promote spiritual growth and foster adult faith formation.
- Practicing member of the Catholic faith with a demonstrated commitment to the Catholic health care ministry.
- An appreciation of the traditions of the founding congregations with wisdom and spirituality rooted in the lived experience of faith. A substantive knowledge of and experience of the Catholic tradition, with the ability to apply the tradition concretely.

Values, Skills, and Abilities

- Highly effective communication skills with the ability to relate effectively with internal and external constituents. Must be familiar with principles of adult education. Utilizes an empowering, participative style along with the ability to listen and consider the views of others.
- Possesses the ability to talk about one's own spiritual life, is spiritually grounded, influential, and maintains an ongoing personal and faith formation.
- The ability to engage in theological reflection within the health care ministry and to lead others in the same, applying theological practice to the complex ethical, legal, and organizational concerns of contemporary health care.
- A demonstrated ability to educate others on how to carry out the ongoing reflection and dialogue on mission, and to facilitate the process of reflection and dialogue.
- High degree of comfort working effectively in a collaborative, bridge-building, shared leadership environment. They will demonstrate a strong acumen to work within a highly matrixed, multi-state organizational structure.
- A personal presence, which is characterized by a sense of honesty, integrity, courage, and caring, with the ability to inspire and motivate others to promote the philosophy, mission, vision, and values of PSJH. Effectively demonstrates PSJH's executive competencies.
- Conceptual and planning skills appropriate to a senior executive position in a complex, multi-state health system; the ability to plan, implement, administer, and evaluate programs for mission & values integration, ministry leadership formation, ethics, and spirituality.

- Skill in strategic change management, group dynamics, interpersonal relations, and conflict management.
- Ability to adapt to frequently changing work priorities, and to prioritize and balance the requirements of system and regional entities.

Capabilities

- A leader who is a strategic thinker and executor, taking calculated risks and making complex decisions to move change forward.
- A leader who can navigate and influence in a complex, matrixed organization, utilizing the right resources at the right time to get results, particularly during times of change and ambiguity.
- A leader who can develop and promote a culture of discernment within the ministry.
- A leader who is a strong communicator with high emotional intelligence, who builds relationships and trust, and who collaborates with diverse constituencies (all stakeholders).
- A leader who understands talent management, movement, development, mentorship, and empowerment.
- A leader who advocates for the patients and the communities we serve.

The Community

Seattle, WA



Seattle is a diverse, dynamic, and innovative city that is rising in national prominence. Surrounded by water and close to the mountains, the city boasts a landscape as diverse as the city itself. Seattle enjoys a thriving economy and has been named the nation's "[Most Walkable City](#)," the fifth "[Coolest City](#)," and the fifth "[Best City](#)" in the country. As the accolades continue to mount, the Emerald City will continue to grow into one of the United States' premier locations.

Seattle boasts one of the most affluent and educated populations in the country. It is no surprise then that the state of Washington is frequently among the nation's top-10 primary public education systems. The greater Seattle area is home to a wide variety of strong primary education offerings (public and private), as well as premier higher education institutions, including the University of Washington, Seattle University, and Seattle Pacific University. Such strong academic credentials, along with an absence of state income taxes, have made Seattle increasingly popular for families.

From Boeing to Microsoft to Starbucks to Amazon, Seattle has always been home to some of the most influential and innovative American companies. In addition to the companies above, Seattle is also the location for the headquarters of Nordstrom, Costco, and Alaska Airlines. While there are numerous big-name companies in Seattle, it is also a hotbed for start-ups, especially within the green and clean technology sectors. Seattle has continued to strengthen its own commitment to clean technology with an expansion of public transportation, greenhouse gas reduction programs, and a goal of being the first "climate neutral" city in North America.

Seattle is a vibrant center for arts, culture, and recreation. The city boasts a diverse range of arts offerings, including music festivals of all genres and a widespread theatre community. The city is home to a growing "foodie" community as well, recently ranking as the "7th Best City for Foodies" by Travel and Leisure. The Pike Place Market is perhaps the most recognized farmers' market in the United States. Outside of food and arts, Seattle is home to several professional sports teams, including the Seattle Seahawks of the National Football League and the Seattle Sounders of Major League Soccer, which are known for having some of the most passionate and loudest fans in the country. Finally, Seattle is recognized for its abundance of outdoor activities. Home to leading outdoor gear company, REI, Seattle has become an ideal area for year-round recreation, including walking, cycling, hiking, skiing, snowboarding, kayaking, sailing, and rock-climbing.

Procedure for Candidacy

Please direct all nominations and applications to Donna Padilla, Mark Andrew, and Angela Raphael at araphael@wittkiewfer.com. Candidates can also find this position via the WittKieffer website at wittkiewfer.com/positions/201848.

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Providence Saint Joseph Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

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 Providence Saint Joseph Health 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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