



Samaritan

Community-owned since 1947

Chief Financial Officer

Leadership Profile

April 2026

Prepared by Ben Haden | Toni Davis



WittKieffer

Contents

The Opportunity	01
Organization Overview	02
Position Summary	05
Goals and Objectives	06
Candidate Qualifications	07
The Community	08
Procedure for Candidacy	09

The Opportunity

Samaritan is seeking a dynamic, passionate and collaborative senior leader to serve as its next Chief Financial Officer (CFO). This is an exciting time as the organization is growing and building a brand-new hospital to serve the expanding community.

With net operating revenue of approximately \$180 million, Samaritan is a thriving organization who will welcome a senior leader who has a passion for quality and ensuring financial integrity as well as making a positive impact in the organization and surrounding community.

Reporting directly to the Chief Administrative Officer, the CFO will be directly responsible for the financial operations and success of the health system. The CFO has oversight of areas such as accounting, information technology, materials management, revenue cycle, patient access, health information management, patient financial services, reimbursement, and payor contracting. As a key member of the senior leadership team, the CFO will frequently advise and report to senior leadership and the Board of Commissioners regarding financial performance and metrics. This executive will play a key role in developing the health system's short- and long-term strategic goals and priorities. Key priorities for the CFO will include maximizing opportunities to grow revenue, identifying and implementing cost savings opportunities to ensure long term financial stability, optimizing revenue cycle operations, reviewing managed care agreements, and active participation in organizational strategic planning and decision-making processes.

This position requires excellent leadership skills with a philosophy of creating a high-trust culture that empowers employees as individual contributors and fosters a strong team environment. Initiative, creativity and outstanding written and verbal communications are required along with demonstrated ability to find creative solutions to complex problems.

Organization Overview

Located in Moses Lake, WA approximately one- and one-half hours west of Spokane, Samaritan is a 50-bed acute care hospital owned and operated by Grant County Public Hospital District No. 1 and licensed by the state of Washington. The hospital is governed by a five-member elected Board of Commissioners. Since 1947, the hospital has provided quality health care to the residents and visitors of Grant County.

Samaritan is an integrated delivery system which includes Samaritan Hospital and Samaritan Clinics. Services at Samaritan include 24-hour physician staffed emergency department (Trauma III designated), family birth center, general medical/surgical services including specialty care in orthopedic, ENT, infusion therapy, ophthalmology and podiatry, advanced care unit, women's imaging center, pain management, pediatrics, behavioral health, urology, gastroenterology, physical therapy, laboratory and imaging services including CT Scanning, MRI, mammography, ultrasound, and cardio-pulmonary/rehabilitation services.

The hospital provides a complement of more than 800 dedicated professionals who offer a friendly, family-like environment to patients and their families. All professionals, with the exception of managers/supervisors and confidential professionals are covered under a labor agreement. These professionals are represented by United Food and Commercial Workers International Union (UFCW) and Office & Professional Employees International Union (OPEIU).

Samaritan has had consistently strong operating results and financial performance and are in the process of building a new hospital campus.

History

Grant County Public Hospital District No. 1 was formed in 1947 with an initial service area that included the communities of Moses Lake, Warden, and Marlin. In February 1949, more than 100 volunteers went door-to-door seeking donations for a hospital to serve the area's healthcare needs. In an overwhelming show of support, more than 1,500 families gave a total of \$27,000 and Samaritan Hospital opened nine months later. The first hospital was located in a converted barracks building where the Moses Lake Public Library now stands.

In 1952, the hospital board of commissioners agreed to construct a new hospital on Samaritan's current site. With funds from a bond levy and a matching federal grant, the hospital opened in May 1955 with an increase to fifty beds.

The hospital expanded in 1980 and 1992, and a major expansion and modernization project was completed in 2002. The project added 60,000 square feet of new space and modernized another 60,000 square feet of existing space. Those improvements featured private rooms, a completely new Advanced Care Unit, the new Leiv Kvamme Mother and Baby Center, a new cafeteria and lobby, and expanded patient and family waiting areas. Three years later, a new surgery suite dedicated to caesarian section procedures was added to the Mother and Baby Center.

Current Awards

- 2024 Theresa Sullivan, CEO named National Community Star from the National Organization of the State Offices of Rural Health (NOSORH)
- In 2023, Samaritan was rated a CMS 5-star accredited hospital and is a founding member of the Grand Columbia Health Alliance.
- 2023 Becker's Top 153 Community Hospitals
- Chartis Performance Leadership Award for Quality Outcomes

- Department of Health Rural Health Heroes: Samaritan Sepsis Team, Outstanding Rural Health CEO – Theresa Sullivan
- Washington State Hospital Association Joe Hopkins Award – Theresa Sullivan, CEO
- Malcom Baldrige Foundation Leadership Excellence Award for Healthcare – Theresa Sullivan, CEO

Mission Statement

All of us, for each of you, every time.

Vision

Together, serving as the trusted regional healthcare partner.

Values

- Listen
- Love
- Respect
- Excel
- Innovate

Expansions in Service Areas

More recent examples of Samaritan continuing to serve their area are the ongoing expansions of our specialty service areas to include orthopaedics and sports medicine, podiatry, OB/GYN, gastroenterology, urology, pediatrics (including pediatric psychiatry and pediatric endocrinology), adult and internal medicine, pain management, and behavioral health, plus increasing our family medicine providers. We also earned a full Trauma Service Level III designation by the Washington State Department of Health (WSDH), which included, in part, a certified and improved Emergency Department to serve the communities of the inland Northwest.

In 2019, the ACU was renamed to “ICU” to better explain its role. Samaritan is licensed for 12 ICU beds with the WSDH and WSDH uses “ICU” to describe the level of care that we are already providing to Samaritan patients who need intensive care, intermediate, medical surgical/telemetry, and medical surgical overflow.

The same year, Samaritan purchased a state-of-the-art MRI machine with the help of donors through our foundation. The new MRI was installed at the hospital’s main campus, which allows expanded service hours in a convenient location.

Also in 2019, Samaritan became a founding member, along with five locally owned healthcare organizations, in the newly established healthcare partnership—Grand Columbia Health Alliance (Alliance). The Alliance allows each organization to collaborate and share resources and technology—providing patients with the convenience of state-of-the-art, local healthcare without needing to travel to large cities.

In November 2023, the organization celebrated the launch of the DaVinci Robotics program, led by the General Surgery and OBGYN surgical teams. In its first year of operation, Samaritan surgeons facilitated over 400 minimally invasive procedures advancing surgical care options to patients of the region.

In 2024, Samaritan achieved DNV re-Accreditation as well as DNV Accreditation for their Total Hip & Knee Joint Replacement Program.

The Future of Samaritan

Samaritan's new hospital campus opened in March 2026—a culmination of our planning, research, data, and community input over the last three-plus years. The replacement hospital is necessary to meet community demand for comprehensive, state-of-the-art healthcare and to best serve District residents for decades to come.

In partnership with the Elson S. Floyd College of Medicine at Washington State University, Samaritan is developing a Family Medicine residency program uniquely designed to address the healthcare needs of rural communities like Moses Lake. Residency program planning is underway, and the program is expected to launch in early 2028.

From 1947 to today, Samaritan continues to take bold steps toward the future of medicine in our community. We believe local patients shouldn't have to travel for the healthcare they deserve and, above all, that healthcare should be affordable and accessible by all. And we believe the best is yet to come.

Position Summary

Reporting Relationships

Reporting directly to the Chief Administrative Officer, direct reports include:

- Controller (10 FTE)
- Materials Management Director (8 FTE)
- Director of Revenue Cycle (2 + 33 PFS)
- Patient Access Manager (22 FTE)
- HIM Manager (22 FTE)
- Patient Financial Services (33 FTE)
- IT Director/Security Officer/Informatics (13 FTE)

Responsibilities

The successful Chief Financial Officer candidate will:

Relational Leadership: Make positive effective relationships a priority.

- Develop and foster relationships through respect, open communication, trust and partnership.

Strategic: Champions of the vision and strategies of Samaritan

- Active involvement in the planning process
- Building partnerships
- Business Planning
- Consistency and accountability

Operations: Effectively oversee and directs day-to-day operations

- Efficiency
- Staffing and work assignments
- Project and Process Management

Human Resources: Inspire professionals and create a work environment of open communication, respect, teamwork and accountability

- Develop and foster and employer of choice culture
- Attract, develop and retain talent
- Employee Relations
- Relationships, connection and employee engagement

Finance: Responsible for Samaritan overall financial health by consistently and proactively managing productivity and cost containment for department

- Demonstrated through - Budgeting (annual and ongoing), optimization, and utilizing benchmarking (Samaritan and industry)
- Responsible for reporting audit goals, resource management and fiscal stewardship, maximization of productivity and cost containment, revenue generating opportunities, and monthly operational review

Performance Improvement, Safety and Service: Inspire and assure an environment that engages staff in performance improvement, patient safety, and service to others

- Regulatory compliance (DNV, DOH, Stark)
- Data analysis and development of appropriate initiatives
- Leading Change - by adherence to standardized improvement method(s) (e.g., PDSA, Lean/A3, etc.) and/or Project Management System, surveying & improving the employee and patient experience, departments “grabbing the baton” for organization-wide improvement efforts and projects, and by leveraging stakeholder engagement/employee-driven team structures

Technical/Professional Knowledge: Achieve and maintain a level of knowledge/competence in areas of responsibility to effectively and safely perform all of their duties and responsibilities; keeping abreast of current trends and development.

Goals and Objectives

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

- Establish oneself as a visible, relational, and proactive leader who will actively partner with others to support the overall success of the organization. Establish an open, approachable presence and clear lines of communication throughout the organization, which will result in building trust and confidence at all levels.
- Strategic advisor to Director leads on their department budgets for current operations and projected future growth, in alignment with the opening of the new medical center.
- Build trusting, collaborative relationships with staff, peers, department leaders, other disciplines and ancillary services, physicians, vendors, nursing, and other educational programs.
- Establish a high level of service delivery for the financial services team. Evaluate existing practices, standards and procedures and make recommendations to raise the level of professionalism to ensure the delivery of consistently high quality, efficient patient care practices.
- Work closely with the senior leadership team on advancing a culture of transparency and accountability that will lead toward further enhancing quality and patient safety.

Candidate Qualifications

Education/Certification

- Master's degree in business, healthcare or related field is required.
- Certified Public Accountant or equivalent preferred.

Experience

- Fifteen (15) years of total experience with healthcare background preferred. Ten (10) years of Management and/or Director level experience with healthcare background preferred.

Skills and Competencies

- Identifiable management experience to include planning, financial accountability, employee relations, and quality improvement activities.
- Experience supervising and directing multiple departments.
- Knowledge of health care systems to include acute care, outpatient care, clinics, long-term care, home health, and other systems is preferred.
- Must possess logical thinking skills and be able to anticipate and implement changes in computer software/programs while evaluating potential impact to the current system.
- Visible and engaged leader. Ability to develop outstanding relationships with physicians, superiors, peers and staff.
- Ability to achieve superior financial performance in the current period and in the future through establishing strong collaborative linkages with operations.
- Alternative payment methodologies – working knowledge of alternative payment methodologies and payer relations strategies.
- Decision support – demonstrated ability to identify, organize and analyze data and to set-up structures to address the decision support requirements of the organization.
- Proven communicator and problem solver.
- Critical thinking skills.
- Consistently applying and grounding data analytics to decision making. Ability to foster a culture of accountability. Personal accountability and the ability to foster accountability throughout the organization.

The Community

Moses Lake, Washington

Moses Lake is one of the fastest growing communities in the state of Washington. A gorgeous view of Mt. Rainier, the quality of life with low crime, excellent education, beautiful lakes, sand dunes and easy accessibility to the larger urban cities within two hours, are all key drawing points. The cost of living allows one to live in luxury with large amounts of property at a rate much lower than the rest of the country can offer.

The community of Moses Lake is centrally located in the heart of Central Washington, an hour and a half from Spokane and two and a half hours from Seattle. Moses Lake, on which the town is situated, is made up of three main arms, which are over 18 miles long and up to one mile wide. It is one of the largest fresh water lakes in Washington with over 120 miles of shoreline and covers 6,500 acres. With water recreation being one of the main attractions, fishing, waterskiing, canoeing and kayaking are some of the popular activities available without leaving the city limits. Moses Lake is home to Washington's premier outdoor aquatic center, Surf 'n Slide Water Park which offers many activities for swimmers of all ages and abilities. Other recreational activities in the area include biking, hiking, hunting, and snow skiing.



Central Washington has a moderate, yet arid, four-season climate with average minimum December temperatures of 23 degrees, average summer maximum of 87 degrees, and 300 plus days of sunshine making for comfortable living. This rural environment provides friendliness and security, yet the urban amenities of Seattle or Spokane are within easy driving distance. It is a pleasant living area with a great variety of scenery and recreational opportunities.

Moses Lake is also home to Big Bend

Community College that has 2,068 full time students enrolled, with programs such as aviation, business, nursing, and STEM. For more information on the college, visit www.bigbend.edu.

For more information on the community and area, visit www.moseslake.com; www.visitspokane.com

[Tour Moses Lake Washington – Visit Moses Lake](#)

<https://www.cityofml.com/357/Community-Profile>



Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Samaritan in this search, which will remain open until an appointment is made.

Application materials should be submitted using WittKieffer's [Candidate Portal](#)

Nominations and inquiries can be directed at: SamaritanHCCFO@wittkieffer.com

The salary range for the role is anticipated to be between \$216,000 - \$285,000. The final hiring salary is commensurate with experience.

Ben Haden Senior Partner, Search bhaden@wittkieffer.com	Toni Davis Associate tdavis@wittkieffer.com
--	--

Samaritan 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 Samaritan 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.

All images and logos used in this leadership profile were attained from Samaritan and/or are owned by Witt/Kieffer Inc. via Getty Images.



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

Visit [WittKieffer.com](https://www.WittKieffer.com) to learn more.

WittKieffer