



Senior Vice President, Chief Financial Officer

Leadership Profile

August 2026

Prepared by Michelle Johnson and Jennifer Sonneland



Contents

The Opportunity	1
Organization Overview	2
Position Summary	5
Goals and Objectives	7
Candidate Qualifications	8
The Community	9
Procedure for Candidacy	10

The Opportunity

St. Charles Health System, headquartered in Bend, Oregon, is seeking a strategic, collaborative, and accomplished financial executive to serve as Senior Vice President, Chief Financial Officer. Reporting directly to the President and Chief Executive Officer, this is an exceptional opportunity to provide financial leadership within a highly respected, independent, mission-driven nonprofit health system. The CFO will serve as a key partner to the CEO, executive leadership team, and Board of Directors in providing financial oversight, strengthening financial performance, and ensuring long-term sustainability. This leader will have the opportunity to influence enterprise-wide growth initiatives, support transformation efforts, and position St. Charles for continued success in an evolving healthcare environment.

St. Charles is a private, nonprofit health system with a vision of creating America's healthiest community, together. Serving a 32,000-square-mile region across Central and Eastern Oregon, St. Charles operates four hospitals totaling 381 licensed beds, including a tertiary referral medical center in Bend, a community hospital in Redmond, and Critical Access Hospitals in Madras and Prineville. St. Charles is the sole provider of acute care services in Bend, Redmond, Madras, and Prineville. The system employs approximately 430 providers across primary care and more than 30 specialties in 48 clinic locations throughout three counties. St. Charles has experienced significant growth in recent years and has budgeted more than \$1.5 billion in net operating revenue for 2026, with over 60% generated through outpatient services. St. Charles is recognized for delivering high-quality, compassionate care and serves as a vital healthcare resource for communities throughout Central and Eastern Oregon.

The Senior Vice President, Chief Financial Officer will be an enterprise leader responsible for the overall financial stewardship and fiscal integrity of St. Charles. This executive will oversee all financial functions, including financial planning and analysis, budgeting, accounting, treasury, revenue cycle, reimbursement, capital planning, payer strategy, and financial reporting. The CFO will partner closely with the CEO and executive leadership team to develop and execute financial strategies to responsibly scale for continued growth in support of community needs and long-term organizational sustainability. The CFO will lead financial strategies to advance business development opportunities, physician recruitment, ambulatory expansion, and institutional partnerships, affiliations, joint ventures, and acquisitions while ensuring strong financial performance and operational excellence across the system. Additionally, the CFO will be responsible for ensuring a strong balance sheet and capital allocation strategy and ensuring St. Charles remains well positioned to secure the financial resources necessary to support the organization's growth strategy.

The ideal candidate will be a seasoned, collaborative healthcare finance executive with a demonstrated ability to align financial strategy with organizational objectives while operating effectively in a complex and evolving healthcare environment. They will possess deep knowledge of healthcare finance, reimbursement, hospital operations, capital planning, revenue cycle performance, payer contracting, and regulatory requirements. The successful candidate will be a trusted advisor who builds strong relationships across the organization and effectively partners with the executive team, providers, operational leaders, board members, and community stakeholders to advance strategic priorities. Candidates should have experience supporting and scaling growth, evaluating new business opportunities, and credibly leading the finance function of high-performing healthcare organizations. It will be critical for the next CFO to strengthen the connection between finance and operations; balance growth, margins, and risk; and foster a culture of accountability, collaboration, transparency, and service excellence throughout St. Charles.

Organization Overview

Bend

Advanced Illness Management
Anticoagulation
Behavioral Health
Birthing Center/NICU
Cancer Center
Cardiology
Family Care (2)
Gastroenterology
General Surgery
Home Health & Hospice
Imaging
Infectious Disease
Lab (3)
Metabolic Clinic
Neurosurgery
Nutrition
Orthopedics
Outpatient Infusion
Outpatient Rehab
PEDAL
Physiatry
Physical Therapy
Post-Acute Care
Preoperative Medicine
Pulmonary
Rheumatology
Sleep
Surgical Podiatry
Travel Medicine
Urgent Care
Urology
Women's Health
Wound & Ostomy

Redmond

Anticoagulation
Behavioral Health
Cancer Center
Cardiology
Family Care
Gastroenterology
General Surgery
Home Health & Hospice
Imaging
Lab
Nutrition
Orthopedics
Outpatient Rehab
Preoperative Medicine
Physiatry
Pulmonary
Rheumatology
Sleep
Urology
Women's Health

Madras

Behavioral Health
Birthing Center
Cardiology
Family Care
Gastroenterology
General Surgery
Home Health & Hospice
Imaging
Lab
Nutrition
Outpatient Rehab
Urology
Women's Health
Wound & Ostomy

Prineville

Behavioral Health
Cardiology
Family Care
Gastroenterology
Home Health & Hospice
Imaging
Lab
Nutrition
Outpatient Rehab
Podiatry
Preoperative Medicine
Urgent Care
Urology
Women's Health
Wound & Ostomy

La Pine

Behavioral Health
Cardiology
Family Care
Home Health & Hospice
Imaging
Lab
Preoperative Medicine
Urgent Care
Women's Health

Sisters

Cardiology
Family Care
Home Health & Hospice
Imaging
Lab
Urology
Women's Health

John Day

Cardiology
Orthopedics
Physiatry

Burns

Cardiology
Medical Oncology
Physiatry

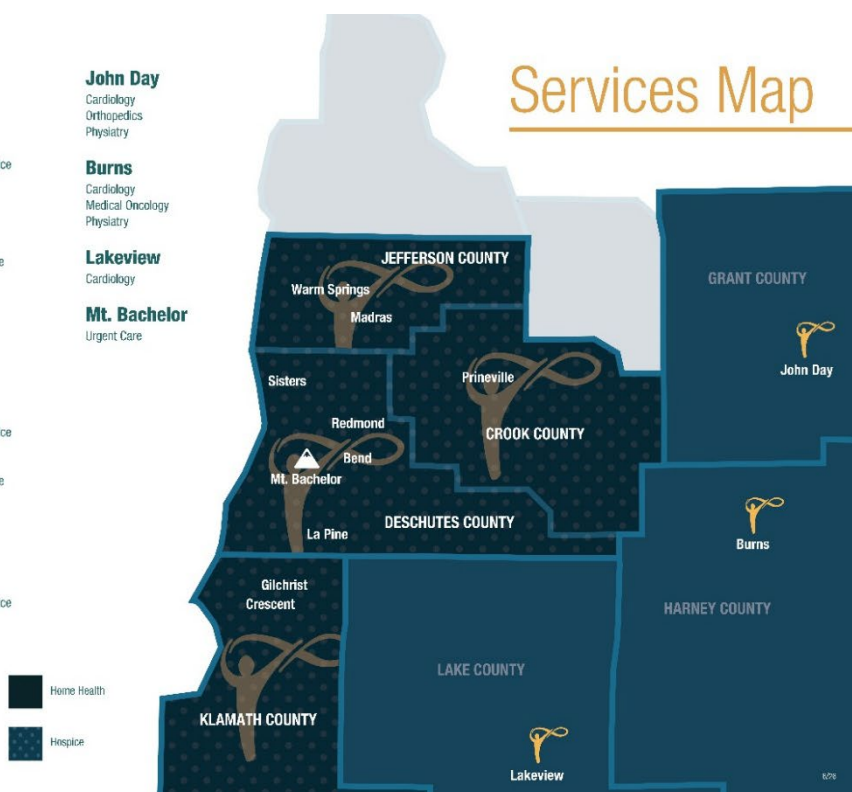
Lakeview

Cardiology

Mt. Bachelor

Urgent Care

Services Map



St. Charles believes its strength is its people. The organization is focused on operational excellence and looks to its caregivers to serve as frontline problem-solvers. In addition to its hospitals, primary care and specialty clinics, the health system has several associated joint ventures with area partners and a variety of outpatient services, including home health and hospice agencies.

St. Charles employs more than 5,600 people across its health system and is a community nonprofit organization governed by a highly engaged, self-perpetuating Board of Directors, which includes the CEO. The Board oversees six active committees: Safety and Quality, Finance, Audit and Compliance, Governance, Professional Review, and Compensation.

St. Charles is an industry leader dedicated to providing high-quality care and the latest in healthcare technology to the communities it serves. St. Charles implemented Epic as its EHR in 2018 and has maximized the use of Epic throughout the system. St. Charles offers access to Epic through the Community Connect program to other hospitals and health-related organizations in the region to support these smaller facilities' ability to access a robust health information system.

St. Charles's **vision** of *"Creating America's healthiest community, together"* establishes the aspirational path for innovation and organization development. The **mission** of the organization, *"In the spirit of love and compassion, better health, better care, better value"* articulates goals of improving the patient experience of care, improving the health of populations, and reducing per capita cost of healthcare while also linking St. Charles's employees to the organization's history and purpose. St. Charles was founded in 1918 by five nuns, dedicated to providing care for all in Organizational **values** of *"Accountability, Caring and Teamwork"* provide the bedrock for the corporate culture and define how operational decisions and actions are made at St. Charles.

St. Charles – Bend Campus



St. Charles Bend, a 292-bed acute care hospital, is the only Level II trauma center in Oregon east of the Cascade Mountains. The hospital serves as the tertiary referral center for Central and Eastern Oregon and provides a comprehensive range of services, including medical, surgical, obstetrical, emergency, cancer, cardiovascular, orthopedic, neurosciences, pediatric, neonatology, and other highly specialized care. The St. Charles Cancer Center, accredited by the American College of Surgeons Commission on Cancer and the National Accreditation Program for Breast Centers, offers medical oncology, radiation oncology, and comprehensive support services for cancer patients throughout the region.

St. Charles Bend also features a robust cardiovascular program that includes cardiothoracic surgery, interventional cardiology, and transcatheter aortic valve replacement (TAVR) procedures, allowing many patients to receive advanced cardiac care close to home. Continued investments in facilities and clinical capabilities have expanded access to critical and specialty care services across the region.

The St. Charles Stroke Program is recognized nationally for delivering high-quality stroke care. In 2025, St. Charles Bend received the American Stroke Association's Get With The Guidelines® Stroke Gold Plus Quality Achievement Award, along with the Target: Stroke Honor Roll Elite and Stroke Honor Roll Advanced Therapy awards. St. Charles Prineville earned the Get With The Guidelines® Rural Stroke Recognition Gold Award, while St. Charles Madras and St. Charles Redmond received Rural Stroke Recognition Silver and Bronze awards, respectively. Additionally, St. Charles Bend maintains Advanced Certification as a Primary Stroke Center from The Joint Commission.

Further demonstrating its commitment to clinical excellence, St. Charles Health System was one of only 14 healthcare organizations nationwide to receive the Infectious Diseases Society of America's Antimicrobial Stewardship Center of Excellence designation in 2025. This recognition honors organizations that have established exceptional antimicrobial stewardship programs and are leading efforts to improve patient outcomes while combating antimicrobial resistance.

St. Charles – Redmond Campus

Located 18 miles north of Bend, the St. Charles Redmond campus is a 48-bed, Level III trauma center, serving northern Deschutes County and surrounding communities. The Redmond campus offers inpatient care, emergency services, mammography and other radiology services, outpatient surgery, and laboratory services. In 2018, St. Charles Redmond was ranked the top hospital in the state of Oregon for quality and safety according to *HealthInsights*. The health system also recently completed a brand new Cancer Center on the Redmond campus, which provides care for up to 300 patients a day. St. Charles also operates a family care clinic, sleep medicine clinic, center for women's health, outpatient rehabilitation and many additional services in the Redmond community.



St. Charles – Madras



St. Charles Madras is a Critical Access Hospital with 25 licensed beds providing surgical services, imaging, intensive care, a family birthing center, medical and emergency care, and an outpatient laboratory. Located 44 miles north of Bend, the hospital is adjacent to 1,000-plus square miles of The Confederated Tribes of Warm Springs Reservation. A \$17 million expansion project was completed in 2017 to modernize and expand the facility. St. Charles also opened a community pharmacy in Madras

to improve access to medicine and prevent the area from becoming a pharmacy desert.

St. Charles – Prineville



St. Charles Prineville is a Critical Access Hospital with 16 licensed beds that opened in 2015. Located 49 miles northeast of Bend, this Level IV trauma center provides inpatient care, an emergency room, mammography and other radiology services, inpatient and outpatient surgical services, rehabilitation services, and laboratory services, among others. St. Charles Prineville was named one of the top 100 Critical Access Hospitals in the country by the Chartis Center for Rural Health. St.

Charles also opened a community pharmacy in Prineville to preserve access to prescriptions.

St. Charles Physician Network

St. Charles employs a growing network of over 400 physicians and advance practice practitioners who cover a range of primary care and more than 30 specialties in 48 locations. The medical group has physician practices in three counties throughout Central Oregon. Primary care medical services include family practice, obstetrics and gynecology and urgent care. Specialty care, such as cardiology, general surgery, oncology, pulmonology, gastroenterology and urology are also provided, as well as home health and hospice services.

St. Charles Foundation

St. Charles Foundation is a nonprofit with a mission to support St. Charles Health System in the delivery and advancement of world-class healthcare in Central Oregon. St. Charles Foundation works with the community to develop and steward philanthropic resources to fund programs and capital projects that improve health, prevent disease, enhance quality of life and provide the highest quality care possible for all St. Charles patients now and in the future.

St. Charles participates in a number of joint ventures and partnerships, including Cascade Medical Imaging, LLC, Heart Center of the Cascades, LLC, Caravan Health ACO 17, LLC, Cascade SurgiCenter, LLC, Central Oregon Clinically Integrated Network, LLC, Central Oregon Magnetic Resonance Imaging, LLC, Health Future, LLC, and Southern Oregon Linen Service.

Additional information about St. Charles may be obtained by visiting the website at <https://www.stcharleshealthcare.org>.

Position Summary

The SVP, Chief Financial Officer serves as the senior executive responsible for the overall financial leadership, stewardship, and fiscal integrity of the health system. This role provides strategic direction for financial planning, budgeting, accounting, revenue cycle, reimbursement, treasury, capital planning, payer strategy, financial reporting, and enterprise risk related to financial performance. As a key member of the executive leadership team, the CFO partners closely with the President and CEO, executive leadership team, Board of Directors, and operational leaders to ensure the long-term financial sustainability of the organization while supporting high-quality, patient-centered care.

The CFO directly manages Finance, Accounting, and Payer Contracting.

Reporting Relationships

Reporting to the President and Chief Executive Officer, direct reports include:

- Vice President, Finance
- Vice President, Revenue Cycle

Responsibilities

The successful SVP, Chief Financial Officer candidate will:

- Provide oversight for all health system financial operations, ensuring sound fiscal management, accurate reporting, regulatory compliance, and alignment with the organization's mission and strategic priorities.
- Lead the development and execution of short- and long-range financial plans, annual operating budgets, capital budgets, forecasts, and financial performance targets.
- Serve as the leader supporting the CEO, St. Charles Board Finance Committee, and the St. Charles Board in the deployment of systemwide financial and growth strategies, capital capacity, and projects to ensure the fidelity of all revenue processes, contracting strategies, and enterprise sustainability.
- Cultivate, in partnership with executive leadership team members, business partnerships, and payer relationships to support and grow the patient membership attributed to St. Charles in a financially sustainable model. Identifies and develops provider network relationships, clinical integration, and contracting strategies and initiatives that reward value and cost control over volume. Advances St. Charles's ability to succeed under alternative payment models by identifying and implementing infrastructure and processes.
- Provide oversight and direction for revenue cycle strategy and performance, including patient access, billing, collections, coding, denials management, reimbursement optimization, and payer-related financial performance.
- Lead financial analysis for major strategic initiatives, including service line growth, physician alignment, ambulatory expansion, partnerships, affiliations, mergers, acquisitions, joint ventures, and other business development opportunities.
- Partner with clinical, operational, and administrative leaders to improve productivity, reduce costs, and support operational excellence across hospitals, clinics, and system-level functions.
- Ensure compliance with applicable federal, state, and local regulations, Medicare and Medicaid reimbursement requirements, bond covenants, accounting standards, and organizational policies.

- Establish and monitor key financial indicators, dashboards, and management reporting tools to support timely, data-informed decision-making.
- Represent the health system with rating agencies, lenders, auditors, investment advisors, payers, regulators, community partners, and other external stakeholders.
- Oversee the team responsible for the health systems end-to-end revenue cycle functions, ensuring optimal charge capture, billing accuracy, and clean claims performance.
- Oversee the team responsible for all third-party and managed care contracting for both hospital and professional services.
- Support the vision, mission, and values of the organization in all respects.
- Support the Lean principles of continuous improvement with energy and enthusiasm, functioning as a champion of change.
- Provide and maintain a safe environment for caregivers, patients, and guests.
- Conduct all activities with the highest standards of professionalism and confidentiality. Complies with all applicable laws, regulations, policies, and procedures, supporting the organization's corporate integrity efforts by acting in an ethical and appropriate manner, reporting known or suspected violation of applicable rules, and cooperating fully with all organizational investigations and proceedings.
- May perform additional duties of similar complexity within the organization, as required or assigned.

Goals and Objectives

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

- Build strong, collaborative relationships across St. Charles and establish credibility as a trusted advisor to the CEO, executive leadership team, finance team, physicians/providers, and board. Embrace the organization's culture of compassion, service, and community stewardship while fostering accountability, transparency, and teamwork throughout the organization.
- Partner with operational and clinical leaders to strengthen the connection between finance and operations, creating greater organizational accountability for financial performance, productivity, budgeting discipline, and resource utilization. Help establish a culture in which financial decision-making is integrated into day-to-day operational strategy and execution.
- Lead a comprehensive assessment of revenue cycle operations and develop a multi-year strategy to improve patient access, authorizations, revenue integrity, reimbursement performance, denial management, and overall financial outcomes. Partner effectively with internal stakeholders and external advisors to drive measurable and sustainable improvements.
- Enhance the organization's financial planning, forecasting, reporting, and decision-support capabilities to support more timely, data-driven decision-making. Ensure leaders across the system have meaningful financial and operational insights to effectively manage performance and strategic priorities.
- Support the development and execution of St. Charles's long-range financial plan by balancing growth, margin improvement, risk management, and capital deployment. Help position the organization to achieve its long-term financial objectives while maintaining flexibility to invest in future strategic priorities.
- Provide financial leadership and strategic analysis to support major growth initiatives, including physician recruitment, service line expansion, ambulatory growth, and future capital investments. Evaluate opportunities through a disciplined business planning process that aligns financial stewardship with organizational mission and community needs.
- Develop a long-term capital planning strategy that addresses aging infrastructure, supports continued market growth, and prioritizes investments that strengthen St. Charles's ability to serve Central Oregon for decades to come.
- Continue developing a high-performing finance organization by leveraging the strengths of the existing team, supporting leadership development, and fostering a culture of continuous improvement, innovation, collaboration, and service excellence.
- Ensure St. Charles is well positioned to support continued growth by maintaining a strong balance sheet, preserving access to capital, and securing the financial resources needed for strategic investments, expansion, and future growth objectives.

Candidate Qualifications

Education/Certification

- Bachelor's degree in Business Administration, Accounting, Finance, or a related field is required. A master's degree and CPA credential are preferred.

Knowledge and Work Experience

- Fifteen (15) years of related experience, including ten (10) years of progressive leadership experience and five (5) years of senior management experience. Strong knowledge of healthcare finance, hospital operations, payer reimbursement, Medicare and Medicaid regulations, bond financing, and healthcare regulatory requirements is required.
- Plays a leadership role in the creation, assessment, and negotiation of business relationships, joint ventures, acquisitions, and new lines of business by analyzing and validating feasibility studies, research, projections, due diligence, and other analyses to assist the organization in decision-making.
- Actively participates in the multiple joint venture relationships between St. Charles and physician or other business entities.
- This position is a key leadership position in St. Charles and, as such, requires that the incumbent engender feelings of trust, credibility, and confidence among senior leaders, board members, stakeholders, and staff from all areas.
- Superior analytical, leadership, interpersonal, communication, and presentation skills are expected. The SVP, CFO must have skills in both developing and monitoring financial data and communicating such in an innovative/creative way to audiences of all backgrounds.
- Demonstrates the skills and behaviors of a successful leader to support a culture of service excellence, caregiver ownership and pride, and a commitment to safety. Such duties include motivating and influencing, setting/communicating expectations, developing a strategy for the future of the organization, empowering staff members by sharing information, engaging caregivers in their own growth and development, and supporting a culture of open and honest communication and collaboration.
- Represents the organization in national, regional, and local community organizations and activities. Attends necessary educational opportunities to keep abreast of industry and healthcare trends. Brings new education/information to senior leadership and board committees as appropriate for discussion and education.

The Community

Bend, Oregon

Bend, located in the geographic center of Oregon and serving as the county seat of Deschutes County, is the largest city in Central Oregon and the economic and cultural hub of the region. Nestled between the forested Cascade Mountains and the High Desert, Bend offers a unique combination of natural beauty, year-round recreation, and an exceptional quality of life. With more than 300 days of sunshine annually, residents enjoy easy access to hiking, mountain biking, skiing, rafting, fishing, golf, and countless other outdoor activities, alongside a vibrant arts, dining, and cultural scene.



As one of the fastest-growing regions in Oregon, Central Oregon continues to attract new residents and businesses drawn by its strong economy, excellent schools, diverse housing options, and access to higher education through Central Oregon Community College and Oregon State University-Cascades. Convenient commercial air service through Redmond Municipal Airport and proximity to world-class outdoor amenities make the region an increasingly attractive destination for individuals, families, and employers alike.

For additional information, visit the following websites:

<http://www.visitbend.com/>

<https://www.bendoregon.gov/>

www.bendchamber.org

<http://www.greatschools.org/oregon/bend/>

Procedure for Candidacy

Please direct all nominations and applications to Michelle Johnson and Jennifer Sonneland 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 "For Candidate" dropdown and then "Candidate Portal."

Michelle Johnson	Jennifer Sonneland
Senior Partner	Consultant
(320) 260-2727	(314) 754-6071

St. Charles is committed to providing equal employment opportunities to all caregivers. St. Charles seeks to recruit, hire, develop and retain qualified caregivers for the organization. In doing so, St. Charles will recruit, place, promote and determine compensation without regard to gender, race, color, religion, age, disability, national origin, marital status, veteran status, sexual orientation, gender identity or expression, pregnancy, genetic information or any other protected class or characteristic.

St. Charles is an equal opportunity employer.

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 St. Charles Health System 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 St. Charles Health System and/or are owned by WittKieffer Inc. via Getty Images.



WittKieffer is the premier executive search, interim leadership, and advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively across healthcare, science, and education, providing essential knowledge, analysis, and perspective that produce effective leaders and inclusive cultures.

Visit WittKieffer.com to learn more.

WittKieffer