



Superintendent
Verdant Health Commission
Lynnwood, Washington

Verdant Health Commission (Verdant), also known as Snohomish County Public Hospital District No. 2, seeks an innovative, collaborative, and strategic leader with strong organizational and business acumen to serve as its next superintendent. The superintendent will have the opportunity to work with a mission-driven staff and a five-member [Board of Commissioners](#) committed to increasing access to quality health care across South Snohomish County, Washington.

Public Hospital District No. 2 was formed in 1962 by the community and was tasked with bringing the first hospital to South Snohomish County. The hospital district opened and operated what was then called Stevens Memorial Hospital until 2010, when it entered into a long-term lease agreement with [Swedish Health Services](#). In 2011, Public Hospital District No. 2's Board of Commissioners created the Verdant Health Commission to invest in community health programs that increase access to healthcare for its residents.

Today, Verdant is a public-owned agency that leases the Edmonds hospital campus to Providence Swedish, which operates the hospital as Swedish Edmonds. Verdant offers a unique public-private partnership that ensures a full range of acute hospital and outpatient services for residents of South Snohomish County and invests in programs that enhance the overall health of its community through partnerships. Since 2011, Verdant has invested \$93.5 million in the community by funding nonprofits that provide free or low-cost access to health programs and services.

It is an exciting time to lead the Verdant Health Commission as the organization is entering a period of renewed opportunity. Over the past decade, Verdant has developed strong community partnerships with other nonprofits committed to advancing health equity initiatives, and has a strong financial foundation to carry out its goals; a three-year strategic plan was [recently finalized](#), which clearly outlines the commission's objectives. The incoming superintendent has a unique opportunity to make a visible and lasting impact on the well-being of South Snohomish County residents, addressing pressing issues in the community such as health care access, mental health, and food insecurity. In 2024 alone, Verdant funded over seven million dollars across these three priorities.

Verdant has a strong and committed staff in place, eager to continue shaping the Commission's next chapter. Reporting to the Board of Commissioners, the next superintendent will guide investments, strengthen relationships with partners, and build on a legacy of trusted community service at a time when

public health leadership is critical. To that end, the incoming superintendent will address the following opportunities and challenges, which are outlined in greater detail beginning on page three of this document:

- Chart the path forward for Verdant Health Commission;
- Provide strong managerial oversight of Verdant and communicate openly across the organization;
- Recruit, retain, and inspire a talented staff;
- Work closely and collaboratively with the Board of Commissioners;
- Carefully manage and steward Verdant's resources to ensure it remains financially sound;
- Further connect Verdant to mission-aligned community partners across South Snohomish County.

A complete list of the desired qualifications and characteristics of the superintendent can be found at the conclusion of this document, which was prepared with the assistance of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

VERDANT AND ITS IMPACT IN SOUTH SNOHOMISH COUNTY

The residents in Verdant's public hospital district service area total approximately 190,000 individuals in the communities of Brier, Edmonds, Lynnwood, Mountlake Terrace, Woodway, and portions of Bothell and unincorporated Snohomish County. Verdant is the owner of the hospital campus in Edmonds, leased to Providence Swedish, as well as the Langer Clinic building, which houses health care services including gastro health, wound care, the Edmonds Endoscopy Center, bariatrics, pediatrics, and urgent care. In addition to the hospital and Langer Clinic buildings, Verdant also owns the 9,000 square foot [Verdant Community Wellness Center](#), located in Lynnwood, and is the organization's physical presence in the community. It hosts an array of classes and events, as well as offers amenities that are available for community use to support their health and wellness needs.

Nearly 85% of Verdant's annual revenue comes from the lease of its properties, with the remainder drawn from modest tax levies. The Commission invests its revenue from these sources into many community organizations committed to improving health equity in the region each year on an annual basis.

Verdant aligns grant funding and sponsorship with strategic priority areas established by its Board of Commissioners. To provide programming, Verdant has partnered with several community organizations, including Childstrive, Community Health Center of Snohomish County, Cornerstone Medical Services, Edmonds College Foundation, Edmonds Food Bank, Edmonds School District, Korean Women's Association, Lahai Health, Latino Educational Training Institute, Lynnwood Food Bank, and Washington Kids.

Verdant's Strategic Priorities

The [2025-2028 Strategic Plan](#) was created by Verdant's Board of Commissioners to align Verdant's resources and activities to effectively achieve its mission. By 2028, Verdant will have:

- Empowered community partnerships to deliver services to the residents of South Snohomish County;
- Documented and measured the positive results of its investments;
- Defined specific, collaborative health projects focused on its priorities.

ROLE OF THE SUPERINTENDENT

The superintendent is Verdant's chief executive, reporting to the Board of Commissioners. This individual implements the Board of Commissioners' policies and administers programs as directed by the Board, consistent with Verdant's mission.

The superintendent oversees Verdant's day-to-day operations, supervision of eight [staff](#), recruitment and retention of talent, and the provision of professional development in alignment with Verdant's strategic priorities. The superintendent organizes, directs, and manages the assets, programs, and property maintained by Verdant, including all related financial interests, obligations, and compliance requirements related to any outstanding bonds and the lease agreement with Providence-Swedish. The superintendent manages the operations of Verdant's facilities and programs, including systems development for management and accountability, management of the physical property, and maintenance of records. The superintendent assures legal compliance with city, state, and regional regulations, and monitors fiscal commitments and the \$12 million operational budget. The superintendent works with the Board, staff, committees, and consultants, and represents the hospital district in relations with other organizations, funding recipients, government entities, consultants, media, and vendors.

KEY OPPORTUNITIES AND CHALLENGES FOR THE SUPERINTENDENT

Chart the path forward for Verdant Health Commission

Verdant's aforementioned strategic plan provides an ambitious vision with clear objectives that will drive the organization's priorities over the next three years, namely as it relates to child, adolescent, and young adult mental health, food insecurity, and access to direct healthcare services. The superintendent will lead the execution of the strategic plan at the direction of the Board of Commissioners. This is an outstanding opportunity to move the organization forward and increase its visibility, reach, and impact across South Snohomish County as it works to improve the health and well-being of its residents.

Provide strong managerial oversight of Verdant and communicate openly across the organization

As an experienced manager and leader of teams, the incoming superintendent will support Verdant's committed team and staff across all levels. The superintendent must lead with an intentional process and structure, build the fortitude to follow through on change, and create accountability for all members of the organization to help Verdant continue to be successful as it charts a path forward into its next chapter. They will be open to dialogue and input while having the courage to make difficult decisions in an environment with excellent ideas and finite resources. The superintendent will communicate openly and explain the rationale for decisions to the Verdant community and key stakeholders in order to establish and cement trust and buy-in.

Recruit, retain, and inspire a talented staff

Verdant's staff is indispensable to its mission. The commission has recently experienced turnover and retirements; however, a strong and committed team is in place. The superintendent will be responsible for recruiting, retaining, and professional advancement of their team, committed to advancing Verdant's mission of improving the health and wellness of the community it serves. This individual will invest in employee retention efforts, ensuring that people are acknowledged for outstanding work and feel valued for their contributions.

The incoming superintendent will display exceptional interpersonal and management skills and will be an accessible, visible, and engaged leader. They will be committed to ensuring a healthy workplace environment and will foster a culture of transparency, team building, and collaboration to galvanize the talented staff. Moreover, this individual will inspire loyalty and dedication to Verdant to boost morale for staff at all levels. They will maintain sound, competitive employee compensation and benefits programs, including retirement, health, and disability insurance benefits, and other fringe benefits.

Work closely and collaboratively with the Board of Commissioners

Verdant Health Commission has a publicly elected and dynamic Board of Commissioners. The superintendent will develop a positive working relationship with them, continuing past successes and fostering new areas for growth and collaboration. This will include effective relationship-building with individual board members and maintaining ongoing, informative, and reciprocal communication with the Board as a whole. A close partnership with the Board will help the superintendent to guide Verdant's policies and directives in support of the organization's strategic goals. In addition, the superintendent will also work closely with the chair of the Board of Commissioners to ensure board governance processes are effective and appropriate to support the mission of the organization.

Carefully manage and steward Verdant's resources to ensure it remains financially sound

While Verdant is in a sound financial position, there are a number of strategic investments the next superintendent will need to consider as they support the needs of the organization. Across its hospital and other properties, the superintendent will address capital projects, facilities renovations, routine

repairs, deferred maintenance, and other key maintenance and facilities issues. The incoming superintendent will continue to strategically allocate and invest resources into supporting Verdant's mission and guide important decisions related to its revenue and grant allocation as guided by the three-year strategic plan. A high degree of budgeting fluency and understanding of the complex financial landscape Verdant operates under will be necessary in order to ensure the organization's strategic plan is executed successfully, its physical spaces are maintained and improved, and the organization remains financially healthy. The superintendent will convey priorities and decisions to the staff and general public with clarity and rationale, ensuring close alignment with the Board of Commissioners around Verdant's goals and financial sustainability.

Further connect Verdant to mission-aligned community partners across South Snohomish County

Verdant is fortunate to have strong relationships with nearly 100 community organizations, acting as a convener and connector committed to bettering the health of South Snohomish County. Annually, Verdant invests in more than 50 organizations that serve thousands of residents across its diverse communities. The incoming superintendent will continue to strengthen these existing relationships while fostering new ones with strategic alliances, mission-driven service providers, and community leaders across South Snohomish County. This individual will be the public face of Verdant and foster good relationships and image for the organization internally and externally. The incoming superintendent will develop strategies to cultivate partnerships with the community in partnership with the Board of Commissioners to further Verdant's impact.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will embody many of the following professional skills, experiences, and personal qualities:

- A firm understanding of and commitment to the vision and mission of Verdant Health Commission;
- Knowledge of and commitment to Washington state laws that govern public hospital districts (ex. Sunshine laws, reporting laws, etc.);
- Experience working collaboratively with a board;
- Strong interpersonal and organizational leadership skills, including the ability to build a culture of trust, teamwork, accountability, and respect within the organization, hire, and retain high-performing staff, and maintain an open and collaborative environment;
- Experience setting strategy and demonstrated ability to provide strategic leadership in the development and implementation of organizational initiatives and investments;
- Skills and capabilities to serve as an effective external representative for the organization, including developing and managing partnerships with other community organizations, promoting the role of Verdant health Commission and needs of the community it serves to external stakeholders;

- Demonstrated financial management success, including managing large organizational budgets and supporting improved financial outcomes;
- A commitment to the values and ethical standards inherent in human services.

LOCATION

Lynnwood, Washington, is a suburban city of around 44,000 people located in Snohomish County, roughly 16 miles north of Seattle and just south of Everett. Known for its convenient access to major highways like I-5 and I-405, Lynnwood serves as a key commercial and retail hub in the region. In recent years, the city has experienced significant growth and development. The recent extension to its light rail system is anticipated to transform the city into a more transit-oriented and pedestrian-friendly community.

Beyond commerce, Lynnwood offers a mix of suburban neighborhoods, parks, and recreational amenities. Places like Lynndale Park and the Lynnwood Recreation Center provide green space and activities for residents. The city is served by the Edmonds School District and also hosts a branch of Edmonds College, contributing to its educational and cultural environment. With its blend of suburban living, expanding infrastructure, and strategic location, Lynnwood continues to evolve as a dynamic part of the greater Seattle metropolitan area. For more information about Lynnwood, visit: www.lynnwoodwa.gov/Home.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/verdant-health-commission/Superintendent>.

For best consideration, apply by November 25. The anticipated salary range for this position is \$210,000-230,000 and is commensurate with experience.

Joe Kralick, Rafa Escobedo, and Julia Hochner
Isaacson, Miller

It is the policy of Verdant to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, religion, sex, age, national origin, disability, marital status, sexual orientation, and gender identity or any other basis protected by applicable federal, state, or local law. Verdant prohibits and will not tolerate any such discrimination or harassment.

This document has been prepared based on the information provided by Verdant Health Commission. The material presented in this leadership profile should be relied on for informational purposes only.

While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Verdant Health Commission would supersede any conflicting information in this document.