



Chief Executive Officer

COMPENSATION

Salary: \$180,000 - \$220,000

Applications will be accepted until October 14, 2026.
All applicants must [apply online here](#).

PRESENTED BY

ballinger | leafblad

Open Door Health Center

Chief Executive Officer

Ballinger | Leafblad is honored to partner with Open Door Health Center (Open Door) on the search for its next Chief Executive Officer. Based in Mankato, Minnesota, with a growing second site in Shakopee, Open Door is a Federally Qualified Health Center that has spent more than four decades building a reputation as southern Minnesota's trusted safety-net provider of integrated medical, dental, behavioral health, and chiropractic care. Each year, its care teams serve thousands of patients across more than 20 counties, regardless of insurance status, housing, language, or income.

The next CEO will lead a compassionate, mission-driven organization at a moment of real momentum — a new clinic recently opened in Shakopee, two school-based health centers underway, a recent electronic health record system upgrade, and a fresh strategic plan pointing the way forward. This is an opportunity to unify a talented and dedicated team, strengthen the systems behind the mission, and carry Open Door's model of accessible, whole-person care into its next chapter.



TABLE OF CONTENTS

Overview	3
At-A-Glance	4
Key Medical Programs	5
Why Southern Minnesota	6
Position Summary	7
Key Responsibilities	8-9
Desired Qualifications	10
Compensation & Benefits	11
Meet the Search Committee.....	12
To Apply	13

Overview

Open Door Health Center is a Federally Qualified Health Center (FQHC) serving as a safety-net clinic for underserved populations in southern Minnesota. Its mission is to be a partner in improving the health of all community members, and it envisions a future where everyone has what they need to live a healthy life. Open Door provides accessible, comprehensive, integrated health care — medical, dental, and behavioral health services, plus chiropractic care, insurance enrollment assistance, and social services referrals — to families and individuals regardless of insurance coverage or ability to pay. In 2025, Open Door provided patient-focused care to nearly 7,000 unduplicated patients from more than 20 counties.

Open Door has earned a number of recognitions in recent years, including 2025 recognition from the Health Resources and Services Administration (HRSA) for its work advancing health information technology for quality. The organization is also recognized by the National Committee for Quality Assurance (NCQA) as a Patient-Centered Medical Home and has earned Health Care Home (HCH) – Level Three designation, the highest level attainable, from the Minnesota Department of Health.

Open Door Health Center began in 1983 as a free health program in Mankato, incorporated as The Wellness Center to meet the needs of women and children with little access to health care. The organization ran on volunteer staff until 1996, when it hired its first full-time employee. A permanent location, gifted by a local orthopedic provider, allowed medical and dental services to expand in 2002, and Open Door became a federally qualified health center in 2009. A major 2012 renovation added capacity for dental services and established Behavioral Health as its own department. In 2026, it opened a new site in Shakopee — offering medical, dental, and soon behavioral health services — and operates two school-based health centers in partnership with Mankato Area Public Schools.



At-A-Glance

MISSION

Our mission is to be a partner in improving the health of all community members.

VISION

We envision a future where everyone has what they need to live a healthy life.

VALUES

Trust
Belonging
Dignity
Empowerment
Excellence

about the team

- 7 board members
- 68 employees (59 full-time, 9 part-time)

\$9.9M

annual operating
budget

43

years serving
southern
Minnesota

19,000+

annual patient visits

7,500+

unique patients
served annually



Key Medical Programs

Medical Care

Open Door provides team-based medical care for patients of all ages. Services include same-day visits, immunizations, preventive exams, and ongoing management of chronic health conditions.

Dental Care

Open Door's Dental program provides preventive and restorative services, ranging from routine cleanings to full-mouth rehabilitation. Through partnerships with Minnesota State University, Mankato and South Central College, Open Door also helps train the next generation of dental therapists, hygienists, and assistants.

Behavioral Health

Open Door's Behavioral Health providers offer individual, family, and couples therapy, as well as diagnostic assessments. The team supports patients experiencing a wide range of emotional, behavioral, and mental health concerns.

Chiropractic Care

Open Door provides chiropractic care for patients of all ages. Services focus on musculoskeletal health, mobility, pain management, and overall physical well-being.

School-Based Health Centers

Open Door operates two School-Based Health Centers within Mankato Area Public Schools. In partnership with the school district, these centers make medical care more accessible by providing services where students already spend their day.

Insurance Enrollment Assistance

Open Door offers free assistance to help individuals and families understand and enroll in health coverage. Enrollment support is available for MNsure, Medical Assistance, and MinnesotaCare.

Programs, Advocacy, and Community Engagement

Open Door's PACE team builds relationships across local, regional, and cultural communities. Through outreach, advocacy, and community partnerships, the team strengthens awareness of Open Door's services and develops referral connections that help more people access care.

Why Southern Minnesota

Headquartered in Mankato, Minnesota, with a second site in Shakopee that extends its reach toward the Twin Cities metro, Open Door's patients come from more than 20 counties across the region, reflecting Open Door's role as a true regional safety net.

The organization has built deep, long-standing partnerships across the community it serves, including Minnesota State University, Mankato; South Central College; Normandale Community College; the Mayo Clinic Health System and Mayo Residency Program; Mankato Area Public Schools; Scott County; and Allina Health, among others — relationships that support clinical training, referral networks, and shared community health goals.

MANKATO

Open Door's headquarters sits in Mankato, the commercial and cultural center of south-central Minnesota, at the confluence of the Minnesota and Blue Earth Rivers roughly 80 miles southwest of the Twin Cities. Together with neighboring North Mankato, it forms the largest metro area in the region outside the Minneapolis–Saint Paul metro, drawing residents from a wide swath of rural southern Minnesota for its shopping, health care, and employment. Minnesota State University, Mankato and South Central College anchor a strong higher-education presence and a steady pipeline of clinical talent, while the Minnesota River valley gives the area its identity: river bluffs, an extensive regional trail network, and nearby Minneopa State Park, known for its waterfall and resident bison herd. A revitalized downtown along the riverfront has become a hub for local restaurants, breweries, and shops.

SHAKOPEE

Open Door's newest location, opened in 2026, extends its reach into Shakopee, a Scott County community in the Minneapolis–Saint Paul metro along the Minnesota River and historic homeland of the Shakopee Mdewakanton Sioux Community. Shakopee has been one of the fastest-growing communities in the Twin Cities metro over the past two decades, and is home to major regional attractions including Valleyfair amusement park, Canterbury Park, and Mystic Lake Casino Hotel. Its metro location puts Open Door's newest patients roughly 25–30 minutes from downtown Minneapolis and Minneapolis–Saint Paul International Airport.

Chief Executive Officer

The Chief Executive Officer will lead Open Door Health Center at a consequential point in its history. Following a period of rapid expansion, major systems implementation, and leadership transition, the organization needs a steady, people-centered executive who can bring clarity to a complex operating environment, strengthen financial and organizational performance, and rebuild the trust and alignment required for Open Door to thrive.

This is not a mandate to preserve the status quo. The next CEO will assess what is working, confront what is not, and make thoughtful decisions about structure, staffing, services, and priorities. They will clarify roles and decision-making authority, establish meaningful accountability, create new connections between fragmented operational and financial information, and ensure Open Door has the capacity to deliver on its commitments. With significant changes to Medicaid, reimbursement, and the broader health care environment ahead, the CEO must be able to see systems at work, anticipate risk, and lead decisively through change.

Open Door's mission has never called for conventional thinking. For more than four decades, the organization has found ways to provide care to people who might otherwise go without it. The next CEO will bring the vision, creativity, and entrepreneurial thinking to carry that commitment forward—recognizing new possibilities, building strong community partnerships, and pursuing innovation with discipline. They will know when to stabilize, when to change, and how to bring people with them, positioning Open Door for a sustainable and increasingly vital future.



Key Responsibilities

STRATEGIC & FINANCIAL LEADERSHIP

- Translate mission, strategy, and data into clear organizational direction, connecting financial performance, patient volume, and operational decisions so the board and staff understand what is driving results and why.
- Serve as the primary driver of Open Door's 2026–2028 strategic plan, using it as a clear foundation while remaining open to emerging opportunities. Connect new initiatives to the organization's broader direction, establish ownership and measurable outcomes, and sustain momentum while adapting priorities when new insight or opportunity warrants it.
- Ensure the Board-approved health care and business plan is implemented and monitored, adjusting course as needed to protect Open Door's long-term financial health.
- Partner with the CFO to build a centralized, trustworthy data and financial reporting environment. Leverage the new OCHIN Epic platform that connects access, provider capacity, receivables, and financial performance to the leaders accountable for each.
- Evaluate and align growth opportunities, including new sites, service lines, and grants, with community need, organizational capacity, and financial sustainability.

TEAM LEADERSHIP & CULTURE

- Build, coach, and hold accountable a capable senior leadership team, empowering subject-matter experts to lead their areas while maintaining clarity of roles, decision rights, and accountability.
- Create institutionalized systems, structures, and decision-making processes so organizational stability does not depend on any one or two individuals.
- Foster open, transparent communication with staff, particularly around the operational and financial reasoning behind organizational change.
- Promote ongoing professional development and a culture in which staff can grow within the organization.

PATIENT CARE & QUALITY

- Champion Open Door's integrated model of medical, dental, behavioral health, and chiropractic care, balancing quality, access, and continuity across departments.
- Establish mechanisms to evaluate the quality and quantity of patient services and to incorporate patient voice into decisions about the services Open Door provides.
- Ensure organizational adherence to patient confidentiality, HIPAA, and all applicable regulatory and FQHC compliance requirements.

Key Responsibilities (continued)

COMMUNITY & EXTERNAL RELATIONS

- Serve as Open Door's primary ambassador, developing and deepening relationships with community partners, regional health systems, educational institutions, and government and funding agencies.
- Represent Open Door in the community to promote the organization and its ability to meet the needs of a diverse patient population.

BOARD GOVERNANCE

- Partner with the Board of Directors on strategic planning, goal-setting, and performance monitoring.
- Ensure regular, transparent reporting to the Board on operations, finances, quality, and progress against the strategic plan.

Management Responsibilities

The CEO reports to Open Door's Board of Directors (7 members).

Direct reports include: Chief Operating Officer, Chief Financial Officer, Director of Communications, Compliance Director, Human Resources Director, and Executive Assistant.

The organization has an annual operating budget of \$9.9 million.

Qualifications

Required

- Minimum of five years of progressively responsible leadership experience in health care administration.
- Strong understanding of financial and information systems, with the ability to translate data into decisions.
- Demonstrated ability to build, lead, and hold accountable high-performing teams.
- Exceptional verbal and written communication skills, with the judgment and grace to lead through complexity and change.

Preferred

- Experience with Federally Qualified Health Centers (FQHCs) or similarly regulated community health settings – valuable, but not required for the right leader.
- Experience managing integrated primary care, dental, and behavioral health programs.
- Demonstrated success working with a community-based governing board.
- Experience with public and private funding and grant relationships (e.g., HRSA).
- Proven ability to work with diverse and underserved populations; bilingual language skills a plus.
- Success in creating a culture that drives creativity and innovation to achieve maximum results.
- Master's degree (preferred) in health care administration, business administration, or a related field; or a terminal health professional degree; or equivalent graduate training.

Characteristics

- **A thoughtful change leader.** Defines and communicates a clear vision and business rationale for change initiatives. Builds understanding and alignment, then provides the leadership needed to carry change efforts forward.
- **Confident and steady.** Builds trust quickly and brings calm, clarity, and consistency under pressure. Unifies and elevates a talented, hardworking team.
- **Empowering and accountable.** Trusts capable leaders as subject-matter experts, gives people authority that matches their responsibilities, and takes ownership when things go wrong while giving credit when they go right.
- **Relational and emotionally intelligent.** Brings people together, recognizes and develops the strengths of teams, and understands the distinct perspective of providers and their critical role.
- **Adaptable, quick to learn, and forward-looking.** Articulates a clear vision for Open Door's future and adjusts the path to it as conditions change.
- **Committed to health care access and equity, and actively engaged in community.** Brings a genuine understanding of community health. Builds and sustains relationships across the region.
- **Clear, analytical, and a highly effective communicator.** Translates data into meaningful insights, connects strategy, operations, and financial performance, and communicates clearly with all audiences.



Compensation & Benefits

The salary range for this position is \$180,000–\$220,000, commensurate with experience.

Compensation includes participation in Open Door's comprehensive benefits package, including medical, dental, and vision coverage, a retirement savings plan, and paid time off.

Where the Work Happens

This is a full-time, exempt position based at Open Door's Mankato headquarters, with regular travel to the Shakopee location, school-based health centers, and community and regional meetings. Some work outside standard business hours should be expected.

Meet the Search Committee

Get to know the dedicated group guiding this search — committed to identifying the next Chief Executive Officer and ensuring this leader is well positioned to carry the mission forward.



[John Brady](#)

Board Chair
Executive Committee



[Kristeen Giese](#)

Board Vice Chair
Executive Committee



[Jackie Craig](#)

Board Secretary
Executive Committee



[Megan Davis](#)

Board Member
Executive Committee



[Jeanne Bailey](#)

Consultant



[Emily Mittelsteadt](#)

Human Resources Director
Staff Liaison



[Jessalyn Mercado](#)

Executive Assistant to the
Board and CEO
Staff Liaison

All applicants must [apply online here](#).

Open Door Health Center and Ballinger | Leafblad invite nominations, applications, and inquiries for the position of Chief Executive Officer. All inquiries will remain confidential.

TO NOMINATE

If you know someone whose experience and character would serve well, we welcome your referral. Nominations may be submitted in confidence to Jamie Millard at jamie@ballingerleafblad.com.

TO APPLY

A resume and cover letter are required for consideration. All applicants must [apply online here](#).

We strive for a transparent and supportive process, starting with an initial review of applications, followed by exploratory conversations with qualified candidates, in-depth interviews, and open communication throughout. For more details or questions, inquiries may also be directed to Jamie Millard, jamie@ballingerleafblad.com.

Early application is encouraged. Review of materials begins immediately.

Applications due by October 14, 2026.

Ballinger | Leafblad Search Team

Our collaborative search model is led by principals who bring deep expertise in executive recruitment, stakeholder engagement, strategic communications, and search execution. With a disciplined, relationship-centered approach and strong operational rigor, we ensure a seamless process and a successful outcome for every search.



Jamie Millard
Managing Partner



Jen Hanlon Ash
Principal

The logo for Ballinger | Leafblad, featuring the word "ballinger" in a serif font above the word "leafblad" in a sans-serif font, separated by a horizontal line.

ABOUT BALLINGER | LEAFBLAD

Founded in 2014, Ballinger | Leafblad is a civic-focused executive search firm driven by a passion for strengthening leadership in mission-driven organizations. Rooted in partnership and a deep connection to the communities we serve, we specialize in matching organizations with exceptional leaders who align with their values and vision. Our approach is relationship-centered and designed to foster meaningful, long-term impact.

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