

Chief People Officer

Blessing Health System
Quincy, IL

A Position Profile



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Blessing Health System

Blessing Health System is an integrated health system consisting of two hospitals, a physician group, an accredited college of nursing and health sciences, a network of medical specialty businesses, a health plan, and a charitable foundation.

Blessing Health System connects with residents and improves the health of the communities it serves. Combining the latest technology with a personal touch, Blessing prides itself on delivering high-quality care, close to home. Every program, service, certification, and technology upgrade is planned to meet those goals.

Blessing is the region's leading healthcare provider serving a 100+ mile radius with comprehensive, advanced care tailored to local health needs. With nearly 4,000 employees, Blessing serves a primary market of 163,000 residents and commands strong market leadership with 60% inpatient and 48% outpatient market share.



Mission, Vision, and Values

Mission

To improve the health of our communities.

Vision

Blessing Health System will be exceptional:

- In providing a safe, high-quality healthcare experience.
- In being the best place for providers to practice.
- In being a place where employees want to work, and students want to learn.
- In partnering with our communities.

Our Values “I Care”

- Integrity: Be honest and trustworthy.
- Compassion: Be empathetic to the needs, concerns, and suffering of others.
- Accountability: Take ownership and foster an environment of ownership.
- Respect: Value others' feelings, wishes, rights, identities, traditions and beliefs.
- Excellence: Strive for exceptional performance in work, care, quality, safety, service and finance.

Entities

Blessing Hospital

[Blessing Hospital](#) is a 347-bed acute-care, not-for-profit, non-tax supported, sole community hospital and level II trauma center in Quincy, Illinois. Since 1875, Blessing has been committed to providing compassionate, high-quality care using advanced technology in state-of-the art, comfortable facilities. The hospital is fully accredited by DNV-GL Healthcare. Click [here](#) to view all the services offered.



Illini Community Hospital



[Illini Community Hospital](#) is a critical access hospital in Pittsfield, Illinois, featuring a 7-bed emergency room and a 25-bed inpatient unit. Opened in 1942, the facility provides comprehensive care through diagnostic and acute services, family medicine at [Illini Rural Health Clinic](#), urgent care at [Illini Express](#), and specialty

services via consulting physicians. With a full fitness center and various outpatient clinics, the hospital addresses the community's complete physical, mental, and emotional health needs.

Blessing's provider group (Blessing Health Hannibal & Blessing Health Centers at 927 Broadway & 4800 Maine in Quincy)

For more than 60 years, Blessing Health Hannibal has provided high-quality medical care to northeast Missouri communities. With multiple regional locations, Blessing Health Hannibal delivers primary and specialty health care services to meet community needs. Established in 2005, the provider group located in the Blessing Health Centers in Quincy is a multispecialty practice serving western Illinois, northeastern Missouri, and southeastern Iowa. In addition to the three multi-specialty clinics in Quincy and Hannibal, Missouri, Blessing's providers deliver care through rural health clinics in western Illinois and northeast Missouri to keep the care area residents need close to their homes.



Blessing-Rieman College of Nursing & Health Sciences

[Blessing-Rieman College of Nursing & Health Sciences](#) is a private college in Quincy, closely affiliated with Blessing Health through its parent and primary clinical partner, Blessing Hospital. The college offers degrees including a Bachelor of Science in nursing, online RN-BSN completion, Master of Science in nursing, bachelor's programs in respiratory care, radiologic sciences, diagnostic medical sonography, and associate degree in medical laboratory technology. Students gain clinical experiences within the Blessing Health network and with other providers in the region.





Blessing Foundation, Inc.

Since 1983, the [Blessing Foundation](#) has raised, managed, and disbursed charitable contributions on behalf of Blessing Health System affiliates for programs and services that require financial support, and for patients and families facing medical challenges and economic hardship.

Denman Services, Inc.

[Denman Services, Inc.](#) provides quality products, expert service, and cost-effective solutions to healthcare providers and consumers through specialized businesses covering durable medical equipment, custom wheelchairs, linen processing, and clinical equipment repair. Accredited since 2007 by the Accreditation Commission for Health Care (ACHC).



Blessing Corporate Services, Inc.

[Blessing Corporate Services](#) (BCS), the parent company of the health system, drives strategic growth for the System by identifying opportunities, planning initiatives, and securing resources for new projects. Once developed, programs transition to the appropriate subsidiary for operation. BCS strengthens regional healthcare through partnerships and has spearheaded major developments including the [Cancer Center](#), [Heart & Vascular Center](#), and rural health clinics. BCS oversees performance, resource allocation, and specialized managerial services to its subsidiaries.

2025 Key Statistics & Data

- **Blessing Health System** (approximate)
 - Total revenue: \$771M
 - Total expenses: \$768M
- **Blessing Hospital**
 - Inpatient admissions: 14,821
 - Outpatient visits: 562,288
 - Emergency Department visits: 39,880
 - Births: 1,119
 - Surgical Procedures: 14,237
- **Illini Community Hospital**
 - Inpatient admissions: 391
 - Outpatient visits: 2,236
 - Emergency Department visits: 6,143
 - Surgical Procedures: 313
- **Provider Visits**
 - Quincy: total visits: 324,359
 - Hannibal: total visits: 147,508

Community Benefit Report 2025

TOTAL COMMUNITY BENEFIT: \$132,509,031

HEALTH PROFESSIONALS EDUCATION

\$5,597,790

SIU Residency Program	\$2,921,873
Blessing-Riemann College of Nursing	\$2,624,815
Preceptors	\$51,102

COMMUNITY HEALTH IMPROVEMENT SERVICES

\$3,064,979

Community Benefits to Patients/Communities

► Charity Prescriptions	\$2,390,462
► Transportation	\$421,729
► Medical Supplies	\$52,524
► Patient Services	\$930

Laboratory Write-Offs for Community Screenings	\$72,569
Adams County Health Department Dental Program	\$50,000
Medical Interpreting Services	\$54,201
Outreach Health Screenings	\$14,344
Mental Health Educational Programs	\$8,220

SUBSIDIZED HEALTH SERVICES

\$1,232,011

Care Coordination	\$1,232,011
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IN-KIND CONTRIBUTIONS/DONATIONS

\$73,735

Donations and Sponsorships	\$73,735
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COMMUNITY BENEFIT OPERATIONS

\$67,083

Community Health Needs Assessment	\$67,083
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CHARITY CARE

\$8,110,560

Uncompensated healthcare to patients who stated **before receiving care** that they had no ability to pay.

BAD DEBT

\$3,820,284

Uncompensated healthcare to patients who stated **after receiving care** that they had no ability to pay.

MEDICARE FUNDING SHORTFALL

\$110,542,589

The difference between what Medicare paid for the care Blessing Hospital provided to patients covered by the program and what it cost Blessing Hospital to provide their care.

Awards and Recognition



Blessing Hospital achieved Magnet recognition from the American Nurses Credentialing Center (ANCC) in 2022, the highest honor awarded for nursing excellence. Of the more than 6,300 hospitals in the country, only 591 organizations, or 9.4 percent, hold Magnet recognition.



For the seventh consecutive year, Blessing Hospital has been named a “High Performing Hospital” by *U.S. News & World Report* as part of its annual Best Hospitals report. In the national 2025-2026 report, Blessing was recognized for high performance in the following areas of care: Abdominal Aortic Aneurysm Repair, Colon Cancer Surgery, Heart Bypass Surgery, and Stroke.



For the eighth consecutive survey period, the Leapfrog Group has awarded Blessing Hospital an “A”. Blessing Hospital was among 32% of hospitals nationwide and one of only 35 hospitals in Illinois to receive the top grade.



Blessing and Illini Hospitals and all affiliated departments have been awarded full certification to the ISO 9001 Quality Management System by DNV, a global, independent certification provider.



The Illini Rural Health Clinic and the Illini Community Hospital Consulting Physician Clinic were named 2024 Human Experience (HX) Guardian of Excellence Award® winners by Press Ganey. As a winner of this Press Ganey award, Illini Community Hospital is in the top 5% of healthcare providers.



Illini Community Hospital has been recognized by the Illinois Critical Access Hospital Network (ICAHN) as one of the top 10 critical access hospitals in the state for patient satisfaction.

Additional Accreditations:

- Accredited Chest Pain Center and the only Accredited Electrophysiology Lab in IL by the American College of Cardiology
- Certified Advanced Primary Stroke Center by the American Heart Association and American Stroke Association
- Certified Cardiac Rehabilitation program by the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR)
- Accredited Echocardiography Lab by the Intersocietal Accreditation Commission (IAC)

- The American College of Surgeons Commission on Cancer (CoC) has accredited Blessing Cancer Center since 1996 and designates it a Comprehensive Community Cancer Program (CCCP)
- American College of Radiology (ACR) awarded Blessing Health Hannibal a Gold Seal of Accreditation for mammography, stereotactic breast biopsy, breast ultrasound, and magnetic resonance imaging (MRI) of the breast.

Executive Leadership



Mike Trachta, MHA, MBA, FACHE

President and Chief Executive Officer, Blessing Health System

Mike says Blessing's impressive reputation and strong commitment to being an independent healthcare provider led him to join the health system on May 1, 2026, as President and CEO.

The son of a nurse and passionate about healthcare and the people who deliver it, he brought 27 years of healthcare leadership experience to the Tri-States - including rural and urban hospital experience- and from serving a large integrated health system as vice president of community hospitals and health system operations with MercyOne, based in Des Moines, Iowa.

A graduate of the University of Iowa, Mike holds a Master of Arts, Hospital and Health Administration degree and Master of Business Administration degree. He is also a Fellow in the American College of Healthcare Executives.

Mike and his wife have three grown daughters.

Click [here](#) to view the Blessing Administrative Council members.

Position Description

As a member of the system leadership team, the Chief People Officer (CPO) serves as the executive leader responsible for shaping Blessing Health's people strategy, organizational culture, leadership capability, and workforce effectiveness. Reporting directly to the President & CEO, the CPO is a trusted strategic advisor who partners closely with executive leadership and the Board to align talent, culture, and workforce priorities with the organization's mission and strategic objectives. Building upon meaningful progress in strengthening organizational culture and employee engagement, the CPO will lead the next phase of workforce transformation by advancing leadership development, succession planning, workforce planning, talent acquisition and retention, and organizational effectiveness while fostering a culture of trust, accountability, inclusion, and continuous improvement.

Reporting Relationship

The CPO reports to the President and Chief Executive Officer.

Principal Accountabilities

- Develop and execute the organization's human resources strategy, aligning talent, culture, and workforce initiatives with Blessing Health's strategic priorities. Lead the evolution from a recruitment-focused model to an integrated workforce strategy emphasizing retention, employee engagement, leadership development, career pathways, and long-term workforce planning.
- Serve as a trusted strategic advisor to the President & CEO, Board and executive leadership team on talent, culture and workforce strategy. Constructively challenge thinking, strengthen enterprise alignment and executive accountability, and translate people priorities into clear ownership, measurable outcomes, and sustained follow-through.
- Build strong cross-functional partnerships with nursing, physician leadership, finance, compliance, legal, communications, operations, education, academic institutions, and community organizations to advance workforce priorities and ensure HR operates as an integrated enterprise partner.
- Contribute as a valued member of the system leadership team, particularly in the strategic planning process, to ensure the success and growth of the system.
- Build upon Blessing Health's positive cultural momentum by recognizing and preserving current strengths, respecting the organization's history, and positioning future improvements as a thoughtful evolution rather than a wholesale reset. Foster an environment of trust, accountability, collaboration, and employee engagement while championing the organization's values and strengthening leadership effectiveness, recognition, and psychological safety across the enterprise.
- Ensure the best organization design, structure, people, processes, and culture are in place to support team and team member wellness, in order to sustain growth and high performance.

Drive talent development through the design and implementation of integrated workforce strategies. Build a comprehensive leadership development, succession planning, and mentoring strategy that strengthens managers and develops future leaders throughout Blessing Health.

- Lead organizational change by providing thoughtful change management, engaging stakeholders early, communicating transparently, and ensuring leaders understand the rationale, impact, and expected outcomes of key initiatives. Pace transformation in a manner that builds trust, sustains engagement, and minimizes change fatigue.
- Modernize HR operations by improving HR technology and workforce analytics; supporting anticipated ERP modernization; streamlining hiring and onboarding; standardizing policies, job descriptions, and administrative processes; and using data to inform workforce and business decisions.
- Develop pragmatic, locally informed workforce solutions that reflect the realities of an independent rural health system, including difficult-to-recruit clinical disciplines, retention, burnout, flexible staffing, community relationships, educational partnerships, and workforce pipeline development.
- Maintain current knowledge on contemporary issues in the Human Resources field and serve as an active member of top industry-recognized associations, learning and bringing back innovative, industry-best solutions while serving as an advocate for the system.
- Executive compensation.
- Physician compensation.

Experience and Qualifications

- Ten to 15 years of relevant leadership experience in a complex organization, with a proven track record in human capital strategy, culture development and employee relations; demonstrated success leading organizational transformation, workforce strategy, leadership development and succession planning; healthcare experience strongly valued, with rural or independent health system experience preferred.
- Demonstrated executive-level HR leadership experience, either as the leader of a comprehensive HR function or as a highly accomplished second-in-command with demonstrated readiness to assume enterprise-wide responsibility. Proven success serving as a strategic partner to the President & CEO, Board, and senior leadership team while building trusted relationships across clinical, operational, and administrative leaders to drive organizational alignment and advance enterprise priorities.
- Ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfort with ambiguity and uncertainty; adapts nimbly and leads others through complex situations. Able to modernize systems and strengthen leadership capability while maintaining cultural momentum and operating within constrained resources.
- Exercises sound judgment and courage when making difficult decisions and uses data, stakeholder input, and sound judgment to evaluate risks, anticipate unintended consequences, and advance necessary change.

- Demonstrated ability to establish a focused set of priorities, sequence initiatives appropriately, define measurable outcomes, and sustain execution through completion rather than launching multiple short-lived programs.
- High degree of integrity and forethought in approach to making decisions; the ability to act in a transparent and consistent manner while considering what is best for the health system.
- Ability to attract and recruit top talent, motivate the team, delegate effectively, operate inclusively, and manage performance; viewed as a strong developer of others.
- Experience overseeing compensation, benefits, and total rewards strategies, with the financial acumen to evaluate workforce investments, assess return on investment, and balance organizational priorities with resource constraints.
- Demonstrates resilience, humility, self-awareness, and a continuous learning mindset while fostering an environment where others are recognized, developed, and empowered to succeed. Experience implementing ERP, HRIS, or other HR technology and using workforce data and analytics to improve recruitment, retention, engagement, organizational design, and executive decision-making.
- Demonstrated ability to balance strategic leadership with a highly visible, approachable, and hands-on operating style, including regular engagement with frontline leaders and employees through rounding, listening sessions, employee forums, and town halls.
- Bachelor's degree or equivalent (required); Master's degree (required).

Personal and Professional Attributes

Driving Results – Consistently delivers high performance through disciplined prioritization, focused execution, and accountability for measurable outcomes. Establishes clear goals and ownership, maintains momentum, and follows initiatives through to completion. Balances urgency with practical judgment, remaining hands-on and persistent in addressing operational challenges, resource constraints, and outdated systems.

Collaborating and Building Influence – Builds credibility and uses influence to align leaders around important decisions and enterprise priorities. Brings a strong point of view, constructively challenges others, and advocates with conviction while listening to differing perspectives. Builds consensus without compromising necessary action and mobilizes stakeholders across the organization to move priorities forward.

Leading Organizational Change – Drives meaningful transformation with resilience, patience, and sensitivity to organizational context. Challenges existing practices while respecting Blessing Health's history, culture, and current strengths. Thoughtfully sequences change, engages stakeholders early, and maintains momentum through ambiguity and constraints while modernizing systems, processes, and organizational capabilities.

Exercising Judgement and Courage – Demonstrates integrity, sound judgment, and courage when addressing complex or difficult organizational issues. Uses data, stakeholder perspectives, and experience to evaluate risks and anticipate consequences while remaining willing to make and advocate for difficult decisions. Maintains composure, patience, and perspective when circumstances are ambiguous, constrained, or slower to change than desired.

Thinking Strategically – Assesses complex workforce and organizational challenges and translates them into focused, actionable strategies aligned with Blessing Health’s mission and priorities. Anticipates future talent and workforce needs while addressing immediate operational realities. Uses data, business insight, and sound judgment to establish priorities, evaluate tradeoffs, and determine where to invest.

Building Talent and Capability – Strengthens organizational capability by attracting, developing, and retaining strong talent and building leadership capacity throughout the health system. Identifies potential, develops future leaders, and advances succession, mentoring, career development, and performance management. Builds the leadership and workforce capabilities required for sustained organizational performance and growth.

Inspiring and Leading People – Creates an environment of trust, accountability, engagement, and high performance through visible and approachable leadership. Sets clear expectations, communicates transparently, recognizes contributions, and empowers others to succeed. Demonstrates humility, resilience, and consistency while inspiring confidence and helping leaders and employees remain focused through change and uncertainty.

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Community Information

The Chief People Officer position will be based at the organization's Quincy, Illinois location. Quincy is an outstanding destination for executive relocation, offering affordability, vibrant community amenities, and an outstanding quality of life for professionals and families alike.

Quincy, Illinois



Nestled on the scenic bluffs of the Mississippi River, Quincy, Illinois, is a vibrant community that lives up to its nickname, "The Gem City." With a rich architectural heritage, abundant green spaces, and a welcoming atmosphere, Quincy offers an exceptional quality of life for residents and visitors alike.

Quincy offers over 30 city parks and easy access to the riverfront for outdoor recreation and community events, blending rural charm with urban convenience. The city is home to more than 3,600 properties listed on the National Register Historic Places and four National Register Historic Districts, with 19th century architecture defining areas like Downtown Quincy and the South Side German Historic District. Downtown Quincy serves as a lively hub of activity, featuring a mix of locally owned restaurants, boutiques, and entertainment venues alongside well-known national retailers. With over 130 dining options, many led by chefs passionate about their craft, Quincy offers a rich and diverse culinary scene.



Quincy boasts a diverse and stable economy with a cost of living approximately 13% below the Illinois average and 4% under the national average. The region maintains consistent employment and an unemployment rate of 3.8%, significantly lower than both state and national levels. Key industries including healthcare, manufacturing, education, finance, and retail create a robust job market that supports professionals and their families.



Cultural life thrives in Quincy featuring a dozen museums covering Abraham Lincoln's legacy, local agriculture, art, and brewing history, plus a new children's museum. The city prioritizes education through Quincy Public Schools and diverse public and private options, while higher education includes a private university, community college, and nursing and health sciences college. With its historic charm, natural beauty, cultural richness, and educational opportunities, Quincy provides an ideal environment to live, work, and thrive.

Sources:

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

<https://seequincy.com/>

<https://www.midwestliving.com/travel/illinois/top-things-to-do-quincy-illinois/>

Furst Group

Furst Group is in its fourth decade of providing leadership solutions for the healthcare industry. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Chief People Officer position for Blessing Health System in Quincy, IL.

For additional information on Furst Group, please visit our website at www.furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:



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