



Senior Director of Development
Houston Methodist Hospital Foundation
Houston, Texas

THE SEARCH

Houston Methodist Hospital Foundation (HMHF or the foundation) – the fundraising arm of the number one hospital in Texas and a top national hospital according to *U.S. News & World Report* – seeks two **senior directors of development** for the renowned clinical areas of [Cancer](#) and [Heart](#) to develop comprehensive strategies and build the pipelines of support for major, planned, and principal-level gifts for these respective service lines. These two fundraising leaders will join a highly dedicated and collaborative team of development professionals as the foundation prepares to embark on a groundbreaking comprehensive campaign that will further enhance the mission and reach of Houston Methodist Hospital. For the right candidates, these are unique opportunities to make an unprecedented impact in the field of healthcare philanthropy and create a lasting legacy for an ambitious and growing development enterprise.

Founded in 1919, Houston Methodist exists today as an independent academic medical center and market leader in Houston, the state of Texas, and beyond. The institution has grown significantly over the last two decades, providing the highest-end care that is unparalleled in terms of safety and quality as well as robust teaching and research initiatives, which are further strengthened by affiliations with Weill Cornell Medical College, New York Presbyterian Hospital, Texas A&M University, Rice University, and MD Anderson Cancer Center, among others. As clinical care, education, and research continue to grow across Houston Methodist, philanthropy will fuel the institution's remarkable trajectory of success in becoming one of the highest-ranking academic medical centers in the country.

Reporting to an associate chief development officer, the senior directors will direct the fundraising efforts for their assigned clinical areas, including Cancer and Heart, each of which presents exciting opportunities for further philanthropic support and donor engagement amid Houston Methodist's upcoming comprehensive campaign and beyond. In leading fundraising for these respective clinical areas, the senior directors will meaningfully liaise with division chairs and physicians to develop and represent clinical funding priorities in collaboration with foundation leadership. These development leaders will also have the opportunity to build and oversee small but growing teams of one to two direct reports. Leading by example, the senior directors will manage portfolios of major gift prospects and donors in their respective clinical areas with an emphasis on broadening donor pipelines. The senior directors will also manage

campaign activities for their respective service lines. As collaborative members of the development enterprise, these individuals will liaise across the foundation with peer fundraisers, as well as with donor relations and stewardship colleagues, and embody Houston Methodist's I CARE values (Integrity, Compassion, Accountability, Respect, and Excellence) that form the core of the patient experience and organizational culture.

The ideal candidates will possess at least five years of successful fundraising experience, preferably in complex research universities or academic medical center environments. The selected candidates must demonstrate an understanding of fundraising best practices and bring a proven track record of developing and building a sustainable major gift pipeline and program. These individuals will have personal success in cultivating, soliciting, and stewarding donors at the six- and seven-figure levels, and will possess proficiency in leveraging data and systems to inform strategy. Critical to success will be the credibility, maturity, and sophistication necessary to effectively engage with clinical leaders, physicians, and hospital executives. In leading and developing a small team of gift officers for their respective clinical areas, these individuals must also possess a track record of or proven ability to mentor, manage, and elevate the work of frontline fundraisers.

Houston Methodist Hospital Foundation has engaged Rachel Ellenport of Isaacson, Miller to assist with this important search. Inquiries, nominations, and applications should be sent in strict confidence to the search firm as indicated at the end of this document.

ABOUT HOUSTON METHODIST

Houston Methodist comprises a leading academic medical center in the Texas Medical Center and seven community hospitals serving the Greater Houston area. Houston Methodist Hospital, the system's flagship, is recognized as a leader in cutting-edge research, education, disease prevention, and compassionate treatment of all healthcare needs. It was named to *U.S. News & World Report's* Honor Roll (best hospitals in the country) for the ninth time and is the number-one hospital in Texas, marking the 14th consecutive year at the top. This is also the 33rd year in a row that Houston Methodist Hospital has been ranked in at least one specialty.

Eight specialties made the top 20 list, with four in the top 10. Below is a breakdown of the 2025-26 specialty rankings in alphabetical order:

- Cancer – No. 19
- Cardiology, Heart, and Vascular Surgery – No. 14
- Diabetes and Endocrinology – No. 10
- Gastroenterology/GI Surgery – No. 7
- Geriatrics – No. 19
- Neurology/Neurosurgery – No. 15
- Obstetrics and Gynecology – No. 10
- Orthopedics – No. 24

- Pulmonology and Lung Surgery – No. 8
- Urology – No. 27

Houston Methodist is the official health care provider for the Houston Texans, Houston Astros, Houston Livestock Show and Rodeo, Rice University Athletics, Houston Ballet, Houston Symphony, and Houston Grand Opera.

Houston Methodist was also ranked third on [Forbes' America's Best Large Employers](#) list for 2025, making it the top-ranked healthcare organization in the nation. This marks the third year Houston Methodist has received this prestigious recognition.

Centers of Excellence: Houston Methodist's six multidisciplinary Centers of Excellence unite clinical care, research, and education to create innovative solutions to clinical problems and provide personalized patient care with compassion. Each center has clinical and translational research programs led by expert teams of physicians and scientists dedicated to enhancing disease diagnosis, prevention, and treatment, as well as education and patient support. The six Centers of Excellence include:

- Houston Methodist Dr. Mary and Ron Neal Cancer Center
- Houston Methodist DeBakey Heart & Vascular Center
- Houston Methodist J.C. Walter Jr. Transplant Center
- Houston Methodist Lynda K. and David M. Underwood Center for Digestive Health
- Houston Methodist Neurological Institute
- Houston Methodist Orthopedics & Sports Medicine

Houston Methodist Hospital Foundation

The Houston Methodist Hospital Foundation helps to accomplish institutional priorities through fundraising, gift management, and stewardship. Governed by a board of directors, the foundation accepts all gifts on the hospital's behalf. Since fundraising began at Houston Methodist in 2003, the Foundation has raised more than \$1.3 billion, increased the endowment to more than \$795 million, and supported the creation of more than 160 endowed chairs for faculty physicians, researchers, and key leaders. This has included two campaigns (\$212 million raised between 2003 to 2012 and \$518 million raised from 2013 to 2020). In 2025, Houston Methodist will begin the quiet phase of its third campaign, with a working goal of more than \$1.25 billion over ten years.

In Fiscal Year 2025, the Foundation raised a total of \$121.4 million. More than 4,308 gifts were made by nearly 3,498 unique donors; 90 percent were individuals, and the remainder were foundations, corporations, and corporate foundations. For more information on fundraising results, please visit the foundation's [2025 annual report](#).

In 2017, Houston Methodist received the largest contribution in its history – a \$101 million gift to accelerate neuroscience research efforts at the hospital. To learn more about the gift, and other notable contributions, please visit [here](#).

The foundation's new leadership has aspirational goals for the growth of the team. In the next few years, the staff is anticipated to grow from the current size of 85 to 150 full-time employees.

ROLE OF THE SENIOR DIRECTORS OF DEVELOPMENT

Reporting to an associate chief development officer, the senior directors of development are responsible for directing fundraising for assigned divisions within the Houston Methodist System, including: Cancer and Heart. The senior directors will maintain portfolios of major gift donors and deepen the major gift pipelines for their clinical areas by qualifying and cultivating new prospects. Serving as a liaison to their assigned service lines, the senior directors will partner closely with division chairs, physicians, volunteers, and key hospital leaders to support foundation fundraising efforts and campaigns. Over the coming years, these roles will also build and oversee growing teams of one or two direct reports, effectively managing, mentoring, and elevating their performance.

MAJOR FUNCTIONS AND RESPONSIBILITIES

- Lead the fundraising strategy and efforts for a designated clinical area (Cancer or Heart, respectively), and oversee related campaign activities and philanthropic priority-setting in close collaboration with clinical and foundation leaders.
- Identify, cultivate, solicit, and steward major gift (\$100,000+) commitments and manage a portfolio of high-level donors.
- Develop and execute innovative strategies for major gift donations, donor recognition, and stewardship.
- Strengthen and expand the major gifts pipeline with a strong focus on discovery and qualification work.
- Lead, grow, and mentor a small team of frontline fundraisers and establish performance metrics.
- Partner with clinical and foundation leadership to determine annual fundraising targets in alignment with the foundation's overall fundraising objectives.
- In collaboration with clinical leadership, partner with foundation communications colleagues in crafting strategic communications and proposals to support major gifts and campaign fundraising.
- Partner with donor relations and stewardship colleagues to strategically engage councils, volunteers, and events, and assist with programs that support key volunteer and donor pipeline development for the respective clinical divisions.

- Cultivate strong working relationships with foundation peers, administrators, faculty, and staff across the hospital system.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidates will possess at least five years of fundraising experience, preferably in a complex research university or academic medical center environment.

In addition, the successful candidates will demonstrate many, if not all, of the following skills and competencies:

- A proven track record of success in personally cultivating, soliciting, and stewarding major gifts from individual donors; a high level of comfort and effectiveness working with high-net-worth individuals and organizational leaders.
- Knowledge of best practices in all key areas of fundraising, including donor qualification and discovery, and strategic planning.
- Strong leadership and decision-making skills; the instinct and ability to develop recommendations and strategies for fundraising success that are consistent with the overall development strategic plan and fundraising priorities for the Houston Methodist Hospital Foundation.
- The credibility, maturity, and sound judgment required to effectively engage and leverage leadership, volunteers, and other key constituents in the cultivation, solicitation, and stewardship of key prospects and donors.
- A diplomatic and collaborative demeanor; the political savvy to navigate a highly complex institution; the desire and ability to gain trust and build strong collaborative relationships with all members across a complex organization.
- Demonstrated experience utilizing data and metrics to inform fundraising strategy; impeccable attention to detail and superb follow-through.
- Superior written and oral communication skills with the ability to succinctly communicate a vision and process to senior leaders and other key audiences and constituents.
- Excellent judgment and creative problem-solving skills, including the ability to meaningfully contribute to a growing and evolving organization.
- Creativity, flexibility, a high level of responsiveness, and the ability to work effectively in a fast-paced environment.

LOCATION

Houston, Texas, is a vibrant and diverse city known for its blend of world-class attractions and bustling economy. As the fourth most populous city in the nation and the largest in the southern U.S. and Texas, Houston is a dynamic hub of culture and innovation. The city boasts a thriving arts scene, with outstanding performing and visual arts venues, and a globally recognized dining scene. Its economy thrives on a wide range of industries, including energy, aerospace, manufacturing, life sciences, and technology. With numerous parks, eclectic neighborhoods, and a variety of attractions, Houston offers something for everyone to enjoy.

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 below. Electronic submission of materials is strongly encouraged.

<https://www.imsearch.com/open-searches/houston-methodist-hospital-foundation/senior-director-development-cancer>

Rachel Ellenport, Partner
Nicole Poe, Managing Associate
Bryce Ervin, Senior Associate
Caroline Corry, Senior Search Coordinator

Houston Methodist Hospital is an Equal Opportunity Employer. HMM will not engage in discrimination against, or harassment of, any person employed or seeking employment with Houston Methodist Hospital on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran, or other characteristics protected by law.

This document has been prepared based on the information provided by Houston Methodist Hospital Foundation. 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 Houston Methodist Hospital Foundation would supersede any conflicting information in this document.

ADDENDUM

LEADERSHIP

Flynn A. Andrizzi, Ph.D. President and CEO, Houston Methodist Hospital Foundation

Flynn A. Andrizzi, Ph.D., has been a leader in philanthropy for nearly three decades. Andrizzi joined the Houston Methodist Hospital Foundation as president and CEO in January of 2024.

Before joining Houston Methodist, Andrizzi served as the president of the Hoag Hospital Foundation for nearly 14 years. There, he led the effort to elevate philanthropic support from an average of \$15 to \$20 million annually to consistently over \$100 million per year. He also led the launch of Hoag's first ever comprehensive campaign, successfully raising over \$750 million.

Before joining Hoag in 2010, Andrizzi served as senior vice president and chief development officer at the University of Iowa Foundation. Prior to that, he was the vice president for institutional advancement at Thomas Jefferson University in Philadelphia. Andrizzi also held top fundraising positions at the University of Utah.

Andrizzi has served on several nonprofit boards including the Make-A-Wish Foundation. He actively serves in his church and has been involved with the Boy Scouts of America. Andrizzi has received several fundraising and academic awards including being named as a Truman Scholar. He served on the board of directors of the Association for Healthcare Philanthropy (AHP) and is a regular presenter at national conferences.

Andrizzi holds a Ph.D. in educational leadership and policy from the University of Utah as well as a bachelor's degree and master of public administration from the same university. He and his wife Alison have three adult children.

Michelle Oster Vice President and Senior Chief Development Officer

An accomplished and strategic advancement leader, Michelle Oster joined Houston Methodist Hospital Foundation as vice president and senior chief development officer in January 2025. Oster leads and contributes to the vision, priorities, and strategy of all fundraising programs at the foundation and partners closely with HMHF and hospital leadership as the foundation significantly scales in advance of the public launch of the largest comprehensive campaign in Houston Methodist history.

Prior to joining Houston Methodist, Oster was the associate vice president and managing director for Wisconsin Medicine at the Wisconsin Foundation & Alumni Association (WFAA). As associate vice

president, Oster served on a senior leadership team that oversaw a staff of 56 across medical development and provided leadership and vision for all aspects of Wisconsin Medicine development. During her tenure at Wisconsin, Oster led efforts for a \$613 million comprehensive medical campaign and contributed to elevating and enhancing fundraising programs through the implementation of training and mentorship programs, streamlining processes, and strategic reorganization.

Oster holds a bachelor of science degree from the University of Wisconsin-Madison.

Michael Homan, D.Min.
Associate Chief Development Officer

Michael joined Houston Methodist Hospital Foundation in February 2020. He leads a team dedicated to securing philanthropic support across all areas of Houston Methodist, with a particular focus on the Neal Cancer Center, Psychiatry and Behavioral Health, Surgery, and Orthopedics and Sports Medicine. In addition, Michael serves as a strategic advisor to the Department of Spiritual Care and Values Integration.

Before joining Houston Methodist, Michael served as a Presbyterian pastor in Houston and Tulsa, Oklahoma. Originally from Minnesota, he holds a Bachelor's degree in Music Education with an emphasis in Vocal Performance and a Master of Divinity. In 2019, he earned a Doctor of Ministry degree from Fuller Theological Seminary, where his dissertation explored the integration of faith and work as a pathway to personal, communal, and cultural renewal—a passion that fuels his commitment to caring for the “soul” of Methodist and the broader community.

Michael lives in Pearland with his wife, Heather, and their three children: Sarah, Andrew, and Samuel. Outside of work and family life, he enjoys competitive road cycling, attending sporting events, reading, listening to podcasts, and traveling.