



The difference between practicing medicine and leading it.

Senior Director Financial Operations
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 an ambitious and innovative financial leader with experience in data-driven strategy to serve as its inaugural **Senior Director Financial Operations**. HMHF is at a pivotal and exciting moment of transformation, modernization, and growth, and the Sr. Director Financial Operations will be central to this progress. Reporting to the Associate Chief Operations Officer and leading a team of six financial professionals, the Sr. Director Financial Operations will build and strengthen the Foundation's financial infrastructure in alignment with its mission to advance Houston Methodist's commitment to excellence in research, education, and patient care. As Houston Methodist prepares for a campaign that is both groundbreaking and comprehensive, the Sr. Director Financial Operations will have the opportunity to develop and refine top-tier financial systems that further elevate the Foundation's practices and provide best-in-class support to all stakeholders.

Founded in 1919, Houston Methodist exists today as an independent academic medical center that stands as a market leader in Houston, the state of Texas, and beyond. The institution has grown significantly over the last two decades and is on track to continue this trajectory. Houston Methodist provides high-end care that is unparalleled in safety and quality, as well as robust teaching and research initiatives that 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 success in becoming one of the highest-ranking academic medical centers in the country.

The Sr. Director Financial Operations is responsible for re-envisioning, implementing, and directing the Foundation's financial programs and operations through effective development and oversight of internal controls, reporting, policy implementation, and process improvement. They will oversee the development and management of the Foundation's annual budget, fund management, financial reporting and

forecasting, compliance with legal/regulatory and donor requirements, as well as supporting Foundation leadership with strategic financial planning. The Sr. Director Financial Operations will partner with Foundation staff, corporate finance, hospital leadership, and other internal stakeholders on the design and implementation of charitable fund management processes that ensure compliance with donor intent and relevant tax laws governing foundation philanthropic accounts. The new Sr. Director will identify and implement best practices related to effective and efficient spending of donor funds and will create and manage a process that simplifies the spending approval process, thereby encouraging physicians and hospital executives to increase their utilization of philanthropic funds.

The successful candidate will bring at least ten years of experience in finance and accounting, including a minimum of five years leading teams within philanthropy/fundraising/advancement in a higher education, healthcare, or similarly complex nonprofit environment. This individual will demonstrate strong leadership, initiative, and critical thinking; build trust and confidence across teams and with senior leadership; and adapt communication styles to effectively engage a diverse group of constituents. They will facilitate collaboration, build consensus, and drive operational excellence, ensuring compliance through deep technical expertise in regulatory and accreditation requirements, accounting principles, and internal controls. The successful candidate will also be a confident and engaging team leader who thrives in a fast-paced, matrixed environment, balancing competing priorities with agility, professionalism, and discretion. They will come with an eagerness to grow with the role, and an excitement for the opportunity to shape the financial and operational future of a best-in-class Foundation.

Houston Methodist Hospital Foundation has engaged Dan Rodas and Steph Simon 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 Texas, Houston Astros, Houston Livestock Show and Rodeo, Rice University Athletics, Houston Ballet, Houston Symphony, and Houston Grand Opera.

Houston Methodist was 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, an independent 501(c)(3), 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 DIRECTOR FINANCIAL OPERATIONS

Reporting to the Associate Chief Operations Officer and leading a team of six financial professionals, the Senior Director Financial Operations will be responsible for re-envisioning, implementing, and directing the Foundation's financial programs and operations. This role will oversee department activities to ensure quality, productivity, functional excellence, and efficiency in support of strategic and operational objectives. The role in more detail can be found [here](#).

The Senior Director Financial Operations is also accountable for employee engagement, maintaining adequate staffing levels, budget development, and compliance. This includes making staffing decisions such as hiring and terminating employees, coaching and counseling staff on performance, and developing policies and procedures that foster a safe and effective work environment. Additionally, the Senior Director ensures that training, monitoring, and operational initiatives are implemented to maintain compliance with ethical standards, legal requirements, and accreditation and governmental regulations.

MAJOR FUNCTIONS AND RESPONSIBILITIES

- Leads, develops, and manages the Foundation's financial and operational programs, implementing strategic initiatives to achieve organizational objectives efficiently and effectively. Oversees department operations, projects, schedules, and workflows, setting priorities and functional standards.
- Directs, coaches, and develops staff to ensure high performance, engagement, and retention. Manages hiring, supervision, evaluation, and professional development while fostering a positive, accountable, and collaborative work environment. Monitors workforce metrics and drives alignment with departmental and organizational goals.
- Ensures safe, compliant, and efficient operations by maintaining adherence to regulatory, accreditation, and internal policies. Oversees staff credentials and competencies, implements workflow and process improvements, and supports internal and external audits. Promotes situational awareness, accountability, and continuous operational excellence.
- Develops and manages operational and capital budgets, monitors financial performance, and ensures cost-effective use of resources. Oversees accounts payable, vendor management,

account reconciliations, and preparation for audits and tax filings. Supports forecasting, proforma development, and strategic financial planning.

- Drives service excellence, modeling accountability and ensuring high-quality delivery to internal and external stakeholders. Represents the department on committees and cross-functional initiatives, while promoting collaboration and teamwork across departments and units.
- Leads innovation and change management initiatives, identifying opportunities to improve operations, implementing new workflows, and adapting to evolving organizational needs. Supports business case development, financial modeling, and strategic recommendations to leadership.
- Supports staff and self-development through ongoing coaching, career discussions, and guidance on development plans, ensuring alignment with organizational goals and professional growth.
- Clearly and confidently communicate financial strategy and outcomes to executive leadership, the Hospital Board, board subcommittees (Foundation Board and Academic Institute Board), and external stakeholders.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring at least ten years of experience in finance and accounting, including a minimum of five years leading teams within philanthropy/fundraising/advancement in a higher education, healthcare, or similarly complex nonprofit environment.

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

- Demonstrates the skills, knowledge, and competencies required to safely and effectively perform assigned responsibilities, as verified through ongoing assessments and performance evaluations.
- Strong proficiency in spoken and written English, with highly effective communication skills, including presentation and platform delivery, particularly for matters affecting safety, compliance, or organizational objectives.
- Exhibits leadership, initiative, critical thinking, and professional judgment; capable of making informed decisions by analyzing data, identifying issues or opportunities, and developing practical, fact-based solutions.
- Proven track record of building trust and credibility across teams and senior leadership through effective interpersonal skills, adaptability, and the ability to modify approaches to accommodate diverse tasks, situations, and stakeholders.
- Extensive knowledge of regulatory and accreditation requirements, accounting principles (GAAP), internal controls, and finance processes; stays current with industry trends and best practices.

- Proficient in financial management and analysis, including accounts payable, general ledger operations, forecasting, reporting, and budget monitoring.
- Advanced technical skills, including Microsoft Office applications and other tools to support data collection, reporting, analysis, and development of cost-effective financial policies and procedures.
- Thrives in fast-paced, dynamic environments; demonstrates flexibility, resilience under pressure, and the ability to balance competing priorities while remaining solution-oriented.
- Maintains professionalism, discretion with sensitive information, and a positive, supportive attitude; fosters teamwork, consensus-building, and high confidence in work quality among colleagues and leadership.
- Bachelor's degree required; master's degree preferred

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-finance-operations>

Dan Rodas, Partner
Steph Simon, Senior Associate
Rachel Banderob, Senior Search Coordinator

Houston Methodist Hospital is an Equal Opportunity Employer. HMH 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 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.

Avaleen Morris
Chief Donor Relations and Stewardship Officer

Avaleen Morris joined Houston Methodist Hospital Foundation as chief donor relations and stewardship officer in April 2025. Morris serves as a member of the foundation's senior leadership and is responsible for the vision, strategy, and execution of the foundation's donor relations program, which includes communications, stewardship, events, donor recognition, and physician and faculty engagement.

Morris brings two decades of wide-ranging development experience across annual giving, donor relations, and stewardship. Prior to joining Houston Methodist, Morris was the senior director of donor relations at Vanderbilt University Medical Center (VUMC). As senior director, Morris created and implemented the first comprehensive stewardship strategy across all giving levels, including bespoke stewardship strategies for VUMC's most generous donors. Before transitioning to the medical center, Morris implemented a cohesive, university-wide annual giving program across Vanderbilt University, which sustainably raised \$25 million annually; established the prestigious Oak Leaf Society to honor consecutive giving; and spearheaded the university's inaugural giving day.

Morris holds an associate of arts degree in mass communications and media studies, as well as a bachelor of science degree in psychology, both from Northern Caribbean University.

Angelica M. Garza, MBA
Associate Chief Operations Officer

Angelica M. Garza is the Associate Chief Operations Officer, Foundation at Houston Methodist, where she leads the foundation's operational functions in support of the institution's philanthropic mission. As a member of the senior leadership team, she oversees prospect development, gift services, finance, data governance, and technology. In this role, she contributes to organizational planning, operational effectiveness, and cross-functional initiatives that advance philanthropic and institutional goals.

With more than twenty years of experience in healthcare philanthropy, Garza has played a pivotal role in the foundation's growth since its inception. Her leadership and strategic contributions have supported the successful completion of major fundraising campaigns that have collectively secured more than \$1 billion for Houston Methodist. Prior to joining Houston Methodist in 2004, she served as a development research analyst at M.D. Anderson Cancer Center, where she strengthened prospect development strategy through in-depth research, portfolio optimization, and the identification of major and principal gift prospects.

Garza holds an MBA from the University of Houston Bauer College of Business Executive MBA Program and a bachelor's degree in Government from The University of Texas at Austin.