



## Search for the President & Chief Executive Officer Ronald McDonald House Charities of San Diego

### THE SEARCH

[Ronald McDonald House Charities of San Diego](#) seeks nominations and applications for its next President & Chief Executive Officer.

The President & CEO (CEO) of Ronald McDonald House Charities of San Diego (RMHC-SD or “the House”) will bring a deep commitment to the House’s mission of providing a welcoming “home away from home” to families whose children are receiving serious medical treatment at local hospitals. Since its founding in 1980, the House has grown from serving a handful of families to a vital community resource that now supports approximately 15,000 family members annually. RMHC-SD provides overnight lodging, meals, and a range of support services that allow families to remain close to their children during extended hospital stays. RMHC-SD, a 501(c)(3) not-for-profit, operates with approximately 50 staff members and an annual operating budget of approximately \$17 million.

The next CEO will join RMHC-SD at an important inflection point in its history. In response to growing demand from families and hospital partners, the House has recently expanded both its capacity and services. Through the [Imagine the Moment Campaign](#), RMHC-SD was able to add 28 new guest suites this past year, bringing its total nightly capacity to 82 families. The House is also broadening its services through the launch of Family Support Services, which is designed to provide additional emotional and practical support to parents and siblings during their child’s hospitalization. The CEO will serve as the House’s chief ambassador and fundraiser, strengthening relationships with donors, community partners, and hospital leaders while supporting a dedicated staff and volunteer community. Working closely with its Board of Trustees, the President & CEO will help shape the House’s strategic direction, build on its strong reputation in the San Diego community, and ensure it continues to provide vital support to families for years to come.

A list of the opportunities and challenges facing the next CEO, as well as the desired qualifications and characteristics for the role, is outlined in this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm. All applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

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## ABOUT RONALD MCDONALD HOUSE CHARITIES OF SAN DIEGO

RMHC-SD is dedicated to keeping families close when it matters most, providing a place of comfort, community, and support for families whose children are receiving serious medical care at local hospitals. Founded in 1980 by parents and hospital leaders, the House was created to provide a supportive place for families to stay while their children receive treatment at nearby hospitals. Today, RMHC-SD is an independent, locally run charitable organization that serves families whose children receive care at hospitals throughout the San Diego region, including Rady Children's Hospital and Sharp Mary Birch Hospital for Women and Newborns.

In addition to overnight lodging, RMHC-SD offers a range of family programming designed to support the well-being of parents, siblings, and caregivers during difficult times. Each year, approximately 600 families reside at the House during their child's hospitalization, with an average length of stay of 42. Families staying at the House can access amenities through the House's [Family Care Center](#), a shared space within the House that provides meals, laundry facilities, rest areas, play spaces, and other resources that help families focus on their child's care. The House further supports families through School Away from School, a partnership with San Diego Unified School District, which allows children in transitional kindergarten through grade 12 to continue their education during extended overnight lodging stays.

Beyond overnight guests, RMHC-SD's Family Care Center serves approximately 14,000 additional unique day visitors each year, offering meals, rest areas, and other essential resources for families who may not require overnight lodging. The House provides approximately 100,000 meals annually to families free of charge and also provides programming that offers moments of connection and respite, including activities such as arts and crafts, yoga, animal visits, and other enrichment opportunities. The organization's work is made possible through the generosity of volunteers, donors, and community partners, which enables families to receive these services at no cost.

RMHC-SD is concluding the \$22 million *Imagine the Moment* campaign, having raised approximately \$20.5 million to date. The House historically raised approximately \$6 million annually in philanthropic support to sustain operations, excluding the San Diego Giving Back Raffle, which nets roughly \$1.5-2 million each year. RMHC-SD also receives a modest contribution from McDonald's corporation and local owner/operators, representing less than 10% of total revenue.

### **Relationship with Ronald McDonald House Global**

RMHC-SD is part of the global network of [Ronald McDonald House Global](#) dedicated to supporting families with children receiving serious medical care. While RMHC-SD operates as an independent, locally governed nonprofit organization, it is a chapter of Ronald McDonald House Global and is licensed to use the Ronald McDonald House name and brand. This relationship connects the House with a broader international mission while allowing it to maintain its strong local leadership, community partnerships, and philanthropic support that tailor to the needs of families in the region.

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## Leadership Transition

RMHC-SD's next President & CEO will succeed Charles "Chuck" Day, who has led the organization for over 15 years. Chuck has guided the House through a period of significant growth, strengthening its philanthropic foundation, expanding its reach within the San Diego community, and deepening its partnerships with hospitals and community leaders. Under his leadership, RMHC-SD has enhanced its capacity to serve families and cultivated a culture of collaboration among staff, volunteers, and donors.

## ROLE OF THE PRESIDENT & CEO

The President & CEO serves as RMHC-SD's chief executive and public ambassador, responsible for advancing the House's mission. Reporting to and working closely with the Board of Trustees, the CEO provides strategic, operational, and financial leadership for the organization while fostering a culture that reflects the House's values of compassion, service, and community. The CEO oversees a dedicated team of staff, including three direct reports – the chief financial officer, the chief operating officer, and the chief philanthropy and external affairs officer, and ensures that the House delivers high-quality programs and services that meet the evolving needs of families and hospital partners.

As the face of RMHC-SD, the CEO plays a central role in cultivating relationships with donors, community leaders, healthcare partners, and other stakeholders throughout the San Diego region. The CEO will guide the organization through an important period of sustainability and transition, working with staff and board leadership to strengthen the House's long-term financial sustainability, deepen its community partnerships, and support the continued development of programs that enhance the experience of families served. In doing so, the CEO will build on the House's strong reputation while positioning RMHC-SD for continued impact in the years ahead.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT & CEO

### Execute and chart a clear, strategic direction to advance the mission of the House

RMHC-SD stands at an important moment in its evolution following a period of meaningful growth in capacity and services. The House's recent expansion has significantly increased its reach, while also introducing greater financial complexity. The next CEO will have the opportunity to guide the House through this next phase and help articulate a clear and thoughtful strategic direction. This will include leading the development of the next strategic plan that builds on its current momentum while balancing stability and continuity. In doing so, the President & CEO will align the House's mission with community demand and available resources, grounding future decisions in data and insights that include waitlist trends, family utilization, and hospital demand to ensure the House continues to grow in ways that are both impactful and sustainable.

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### **Lead fundraising efforts to enhance the House's visibility**

The next CEO will play a critical role as the House's chief fundraiser and storyteller, helping to deepen the organization's philanthropic base and strengthen its visibility across San Diego County. In addition to major gifts, donor cultivation, and stewardship, the CEO will place strong emphasis on diversifying revenue streams and on authentically communicating the House's mission and impact to supporters. As the organization enters this leadership transition, the next CEO will also be responsible for carefully stewarding key donor relationships to ensure continuity, trust, and confidence. Success will require a leader who is comfortable serving as a visible representative of the House and engaging with wide-ranging audiences across the region, including media, families, and donors, and taking on high-visibility and public speaking roles to bring the House to life in a compelling way.

### **Ensure the House's long-term financial health**

Ensuring RMHC-SD's long-term financial sustainability will be one of the most important priorities of the next CEO. As the *Imagine the Moment* Campaign winds down, the organization must maintain strong philanthropic momentum while transitioning to a sustainable annual fundraising model that is capable of supporting the organization's growing operational needs. The House currently relies heavily on philanthropy, and with its recent expansion, operating margins are a key area of attention. Equally important will be the CEO's ability to clearly communicate the organization's financial strategy to donors and partners, including clear plans, milestones, and accountability tied to philanthropic investment.

### **Continue promoting the House's strong organizational culture**

RMHC-SD's culture is widely viewed as one of its greatest strengths and a core organizational asset that should be carefully preserved during this leadership transition. That culture is defined by collaboration, commitment to the House's mission, and pride in serving families during difficult moments. The next CEO will be expected to build trust across the organization by being a visible and accessible leader and demonstrating humility and emotional intelligence. By modeling values of servant leadership, the CEO will empower the existing strong leadership team, balancing a hands-on understanding of frontline operations with the strategic leadership necessary to guide the organization forward into the future.

### **Cultivate and steward external partnerships to expand the House's impact**

RMHC-SD's services are closely tied to the growing and evolving needs of local hospital systems, and as a result, strong relationships with healthcare partners are essential to the House's success. The House's longstanding partnership with Rady Children's Hospital is foundational, and the next CEO will have opportunities to deepen engagement with other health systems in the region, including Sharp Mary Birch and UC San Diego Health. In addition, RMHC-SD's connection to the Ronald McDonald House Global network remains an important part of its identity. The next CEO will need to navigate and strengthen its collaboration with the Ronald McDonald House global brand while continuing to advocate for the autonomy and locally driven approach that have helped RMHC-SD thrive.

## Partner effectively with the House's Board of Trustees

RMHC-SD benefits from an engaged and experienced Board of Trustees that is committed to advancing the House's mission. The next CEO will have the opportunity to build on a collaborative, trust-based relationship with the Board that maintains clear distinctions between governance and day-to-day management. The Board is very interested in supporting the organization's strategic direction, philanthropic efforts, and community engagement, and the CEO will have the opportunity to utilize the individual and collective expertise of Board members to advance the mission of the House.

## QUALIFICATIONS AND CHARACTERISTICS

The next President & CEO will be a mission-driven leader who brings a combination of strategic leadership, fundraising acumen, and the ability to cultivate strong relationships across the San Diego community. While no single candidate will possess every qualification, the successful candidate will bring many of the following attributes and experiences:

- A deep commitment to RMHC-SD's mission and the families it serves;
- Experience as a spokesperson with a strong ability to serve as a compelling ambassador who can effectively articulate the organization's mission and impact;
- Experience leading fundraising efforts; a strong understanding of philanthropy and donor engagement, including experience cultivating and stewarding major gifts;
- Demonstrated success as a senior leader with experience setting strategy and leading strategic planning efforts;
- Exceptional interpersonal skills; a track record of building and sustaining relationships with various stakeholders, including healthcare partners, donors, community leaders, and nonprofit networks;
- Qualities of humility, empathy, and emotional intelligence; ability to foster trust, transparency, and a strong organizational culture; and
- Successful management, leadership, and supervisory skills.

## COMPENSATION AND LOCATION

The anticipated salary range for this position is \$275,000 to \$300,000 annually. The specific base compensation offered to a candidate may depend on various factors, including, but not limited to, experience, skills, knowledge, and abilities. This position is based in San Diego, CA.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Isaacson, Miller, a national executive search firm, is supporting this search. Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, and resumes with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/ronald-mcdonald-house-charities-san-diego/chief-executive-officer>. For best consideration, please apply by May 4, 2026.

*This document has been prepared based on the information provided by Ronald McDonald House Charities of San Diego. 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 Ronald McDonald House Charities of San Diego would supersede any conflicting information in this document.*