



Senior Director of Development, Network Hospitals
Houston Methodist Hospital Foundation
Houston, Texas

THE SEARCH

Houston Methodist Hospital Foundation (HMHF or the Foundation) – the dedicated fundraising arm and philanthropic engine of Houston Methodist – seeks a strategic and entrepreneurial **Senior Director of Development for Network Hospitals** at an exciting moment of transformation and growth for both the hospital system and its fundraising enterprise. Reporting to the Associate Chief Development Officer (ACDO) for Network Hospitals, Alicen Swift, the Senior Director will provide leadership and oversight for development activity and performance across three of the seven network hospitals: Houston Methodist The Woodlands Hospital (The Woodlands), out of which this role is based; Houston Methodist Willowbrook (Willowbrook); and Houston Methodist Cypress (Cypress). As Houston Methodist embarks on a groundbreaking billion-dollar-plus comprehensive campaign, and with patient volume steadily increasing among these network hospitals, the Senior Director will serve as a key leader on the development team with responsibility for driving alignment, consistency, and philanthropic results across these locations through effective team leadership and personal fundraising success.

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. Houston Methodist hospitals are located throughout the Greater Houston area. Each campus is staffed by highly trained specialists who provide the most advanced treatments and offer the best follow-up care possible. 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.

To this end, the Senior Director will oversee a growing team of three direct reports across The Woodlands, Willowbrook, and Cypress hospitals, providing leadership, coaching, and accountability to elevate philanthropic performance and optimize growth opportunities for increased support. This position serves as the dedicated fundraising partner to the CEO and Senior Vice President of Houston Methodist The Woodlands Hospital, David Bernard, and works closely with Woodlands' hospital leadership, physicians, and volunteers to advance strategic philanthropic priorities. Unlike fundraising roles aligned to a single

clinical specialty area, this position offers responsibility across the full spectrum of The Woodlands' service lines, including cancer, cardiovascular care, orthopedics, neurosciences, and more. This individual will maintain a focused yet comprehensive portfolio of major gift prospects and donors, anchored at The Woodlands, and is responsible for qualification, cultivation, solicitation, and stewardship to strengthen and grow the philanthropic pipeline. As a leader, the Senior Director will be responsible for aligning regional fundraising efforts across The Woodlands, Willowbrook, and Cypress with Houston Methodist's broader campaign and advancement strategies.

The successful candidate will possess at least five years of successful and progressive fundraising experience. People management experience is preferred, along with a track record of success in an academic medical center or large, complex university setting. The selected candidate must demonstrate an understanding of fundraising best practices and bring a proven skillset to develop and build a sustainable major gifts pipeline and program. This individual will have personal success in cultivating and stewarding donors at the six- and seven-figure levels and will bring 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 growing team of gift officers for their respective network hospitals, this individual will ideally possess a track record of or proven ability to mentor, manage, and elevate the work of fellow frontline fundraisers, along with an ability to set clear performance expectations to promote a high-achieving and accountable team environment.

Houston Methodist Hospital Foundation has engaged Rachel Ellenport and Nicole Poe 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

[The Houston Methodist Hospital System](#) comprises seven network hospitals serving the Greater Houston area. Its flagship, Houston Methodist Hospital, is located in the Texas Medical Center and like many of its network peers is recognized as a leader in cutting-edge research, education, disease prevention, and compassionate treatment of all healthcare needs. Houston Methodist Hospital was named to *U.S. News & 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. It is also ranked 10th on *Forbes'* "[America's Best Large Employers](#)" list for 2026, making it one of the top-ranked healthcare organization in the nation with this distinction and marking the third year Houston Methodist has received this prestigious recognition.

Houston Methodist's [I CARE](#) values are the core principles that guide the organization's patient care, employee culture, and community service. These values include: Integrity, Compassion, Accountability, Respect, and Excellence.

Houston Methodist The Woodlands Hospital

The newest in the Houston Methodist Hospital System, [The Woodlands Hospital](#) is a full-service, acute care hospital serving The Woodlands and communities in Montgomery County and the north Houston



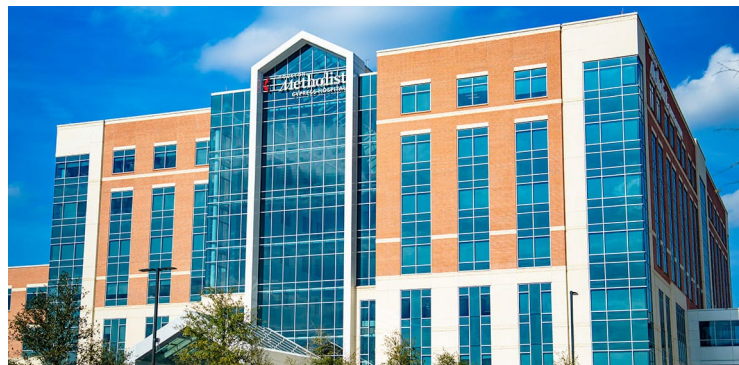
region. Patients at The Woodlands find many of the same exceptional programs and services as the flagship hospital in the Texas Medical Center, including a breast care center, a cancer and infusion center, heart and vascular services, neurology, orthopedics and sports medicine, rehabilitation services, and women's health.

The Woodlands comprises 725,000 square feet with 293 inpatient beds, 25 ICU beds, 58 birth center beds, and 24 operating rooms. It has received recognition for excellence in patient care, medical advancements, and community involvement, including:

- Ranked No. 1 out of 148 participating complex care medical centers nationwide by Vizient
- Achieved accreditation as a Center of Excellence in Robotic Surgery by Surgical Review Corporation
- Awarded Orthopedic Center of Excellence designation and certified as a Comprehensive Stroke Center by DNV Healthcare
- Ranked in high performing procedures and conditions for COPD, hip fracture, pneumonia, and stroke by *U.S. News & World Report*
- Achieved the highest accreditation as a Breast Center of Excellence from the American College of Radiology

Houston Methodist Cypress Hospital

With 100 beds and a prime location in the heart of the rapidly growing U.S. Route 290 corridor, [Houston Methodist Cypress Hospital](#) has incorporated the most advanced technology available from the day its doors first opened. Cypress is equipped with technologically advanced innovations implemented during the COVID-19 pandemic – many of them designed to make patient communication with physicians, staff, and families the



very best and most effective in any healthcare facility. Cypress' services include emergency care, cancer care, orthopedics and sports medicine, physical therapy and rehabilitation, cardiology, neurology, stroke care, primary care, and a range of other specialty services.

Houston Methodist Willowbrook Hospital

[Houston Methodist Willowbrook Hospital](#) is a nonprofit, faith-based, 358-bed hospital located in the northwest Houston region. Its facility spans 52 acres and opened in 2000 with the goal of providing high-quality care in a warm, inviting environment. Willowbrook is proud to offer a full spectrum of health and wellness services, including emergency care, cardiology, orthopedics and sports medicine, women's services, neurology, and more.



FOUNDATION & FUNDRAISING OVERVIEW

[The Houston Methodist Hospital Foundation](#) helps to accomplish institutional priorities through fundraising, gift management, and stewardship. 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 began the quiet phase of its third comprehensive campaign, with a working goal to raise more than \$1.25 billion over ten years. In preparation for this groundbreaking endeavor, the Foundation has strategically grown to now consist of nearly 100 staff members.

In Fiscal Year 2025, the Foundation raised a total of \$121.4 million. More than 4,300 gifts were made by nearly 3,500 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](#).

Also in Fiscal Year 2025, the network hospitals cumulatively raised \$7.3 million in philanthropic support. As of the first quarter of Fiscal Year 2026, more than half of this figure has already been achieved, representing the significant growth and untapped potential to exponentially elevate the fundraising performance of the network hospitals.

ROLE OF THE SENIOR DIRECTOR

Reporting to the Associate Chief Development Officer (ACDO), the Senior Director of Development for Network Hospitals will direct the fundraising efforts for Houston Methodist The Woodlands, Willowbrook, and Cypress hospitals. While providing leadership and oversight for a growing team of development professionals designated to each of these three network hospitals, the Senior Director will serve as the primary fundraising partner to senior leadership at The Woodlands and manage a focused portfolio of major gift prospects and donors. As Houston Methodist embarks on a transformative comprehensive campaign, the Senior Director will drive philanthropic growth, align regional fundraising initiatives with institutional priorities, and cultivate strong relationships with hospital executives, physicians, volunteers, and donors. The ideal candidate will bring significant frontline fundraising experience, a track record of securing six- and seven-figure gifts, strong leadership and team development skills, and the ability to build and execute a complex, regionally based fundraising program.

MAJOR FUNCTIONS AND RESPONSIBILITIES

- Expertly guide the fundraising strategies for The Woodlands, Willowbrook, and Cypress hospitals while directly leading the development enterprise for The Woodlands.
- Oversee related campaign activities for the three respective network hospitals and assist with philanthropic priority-setting in close collaboration with hospital and Foundation leadership.
- 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 solicitations, donor recognition, and stewardship.
- Strengthen and expand The Woodlands' major gifts pipeline with a strong focus on discovery and qualification work.
- Lead, grow, and mentor a team of three frontline fundraisers across The Woodlands, Willowbrook, and Cypress hospitals, and establish performance metrics.
- Partner with The Woodlands' CEO and Foundation leadership to determine annual fundraising targets in alignment with the Foundation's overall fundraising objectives. Similarly, help guide the establishment of fundraising targets, as needed, with direct reports and their respective hospitals' leadership.
- Engage physicians as key partners in the donor lifecycle, equipping and supporting them to play meaningful roles in prospect identification, cultivation, solicitation, and stewardship efforts.

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

QUALIFICATIONS AND CHARACTERISTICS

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

- A minimum of five years of progressive fundraising experience, preferably in an academic medical center environment or complex university setting. Direct management experience is a plus.
- A proven track record of success in personally cultivating, soliciting, and stewarding major gifts from individual donors.
- Knowledge of best practices in all key areas of fundraising, including donor qualification and discovery, and strategic planning.
- Strong leadership and decision-making skills, as well as the instinct and ability to develop recommendations and strategies for fundraising success that are consistent with the overall strategic plan and priorities of the Foundation.
- The credibility, maturity, and sound judgment required to effectively engage and leverage hospital leadership, physicians, volunteers, and other key constituents in the cultivation, solicitation, and stewardship of key prospects and donors.
- A diplomatic and collaborative demeanor coupled with the political savvy to navigate a highly complex institution.
- Demonstrated experience utilizing data and metrics to inform fundraising strategy, along with 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.
- Creativity, flexibility, a high level of responsiveness, and the ability to work effectively in a fast-paced environment.
- The ability to travel occasionally to other network hospitals and to the flagship Houston Methodist Hospital and Foundation, as well as throughout the Greater Houston area.

LOCATION

Houston, Texas is a vibrant and diverse city known for its blend of world-class attractions and bustline economy. As the fourth most populous city in the nation and the largest in the southern U.S., 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.

Located approximately 27 miles north of downtown Houston, [The Woodlands Township](#) is one of the most recognized master-planned communities in the nation. The Woodlands was founded in 1974 by visionary oilman and developer George P. Mitchell whose idea was simple but bold: create a community where residents could live, work, play, and learn in harmony with nature. Today, Woodlands is home to more than 120,000 residents and over 2,100 businesses. Known for its restored beauty and commitment to preserving green space, The Woodlands features 151 parks, 220 miles of hike and bike trails, a visitor destination, and a thriving arts and cultural scene.

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: [Senior Director of Development, Network Hospitals, Houston Methodist Hospital Foundation](#)

Rachel Ellenport, Partner
Nicole Poe, Managing Associate
Caroline Corry, Senior Search Coordinator
Isaacson, Miller

Houston Methodist Hospital is an Equal Opportunity Employer. Houston Methodist 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. 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 would supersede any conflicting information in this document.

ADDENDUM: LEADERSHIP PROFILES

David P. Bernard, MBA/MHA, FACHE

Chief Executive Officer and Senior Vice President, Houston Methodist The Woodlands Hospital

David Bernard officially assumed the role of CEO and Senior Vice President of Houston Methodist The Woodlands Hospital on January 1, 2024. Bernard has vast experience within Houston Methodist, having started his career in the rigorous administrative fellowship program in 2000. He worked his way up to Vice President at Houston Methodist Hospital and served in that role for 12 years. Bernard has experience across various finance and operational leadership roles and built world class clinical, research, and education programs. Bernard also led the DeBakey Heart & Vascular Center and the J.C. Walter Jr. Transplant Center to becoming nationally recognized centers of excellence. Prior to becoming CEO of The Woodlands, Bernard served as CEO of Houston Methodist Baytown Hospital since 2015.

Bernard earned a BBA from the University of Louisiana at Lafayette and an MBA and MHA from the University of Houston-Clear Lake.

Flynn A. Andrizzi, PhD

President and CEO, Houston Methodist Hospital Foundation

Flynn Andrizzi has been a national leader in philanthropy for nearly three decades. Andrizzi joined the Houston Methodist Hospital Foundation as President and CEO in January 2024. Before joining the Foundation, Andrizzi served as the President of Hoag Hospital Foundation (Hoag) for nearly 14 years where he significantly elevated annual philanthropic support to more than \$100 million each year. He also led the launch of Hoag's first ever comprehensive campaign. Before joining Hoag in 2010, Andrizzi served as Senior Vice President and Chief Development at the University of Iowa Foundation. Prior to that, he was the Vice President for Institutional Advancement at Thomas Jefferson University, as well as having held top fundraising positions at the University of Utah.

Andrizzi is a graduate of the University of Utah, earning a BS, MPA, and PhD in educational leadership and administration.

Michelle Oster

Vice President and Senior Chief Development Officer, Houston Methodist Hospital Foundation

An accomplished and strategic advancement leader, Michelle Oster joined Houston Methodist Hospital Foundation as Vice President and Senior Chief Development Officer in January 2025. In this role, 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 amid the public launch of the largest comprehensive campaign in institutional history. Prior to HMHF, Oster spent

nearly nine years at the Wisconsin Foundation and Alumni Association, ultimately as Associate Vice President and Managing Director for Wisconsin Medicine.

Oster holds a BS from the University of Wisconsin-Madison.

Alicen Swift, MBA

Associate Chief Development Officer, Network Hospitals, Houston Methodist Hospital Foundation

Alicen Swift serves as Associate Chief Development Officer for the Foundations' network hospitals team. In this role, she partners closely with Foundation and hospital executives to provide strategy, process, and structure for fundraising programs across Houston Methodist's seven network hospitals.

Swift has more than 20 years of philanthropy experience. She joined Houston Methodist Hospital Foundation in April 2020 as a development officer leading philanthropic initiatives for Houston Methodist Sugar Land and Houston Methodist West hospitals. She previously served as Development Director at OakBend Medical Center and has held various development roles at Yellowstone Academy, JDRF Houston Gulf Coast Chapter (now Breakthrough T1D), and Baylor College of Medicine.

Swift earned a BA from Texas A&M University and an MBA from the University of Houston. She has held the Certified Fund Raising Executive (CFRE) designation since 2017.