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**Chief Development Officer
Houston Methodist Hospital Foundation
Houston, Texas**

SEARCH OVERVIEW

Houston Methodist Hospital Foundation (the foundation) – the fundraising arm of the number one hospital in Texas and a member of *U.S. News & World Report's* prestigious Honor Roll for best hospitals—seeks a strategic and experienced fundraising leader to serve as the inaugural chief development officer (CDO). In this newly conceptualized role, the CDO will expertly lead, build, and develop the foundation's frontline fundraising programs, increasing sophistication and staff size. Critically, as Houston Methodist prepares for a groundbreaking comprehensive campaign, the CDO will design and implement the necessary infrastructure, inclusive of best practices and proven moves management strategies, in order for the foundation to realize and facilitate its ambitious campaign goals and long-term aspirations. A key partner and direct report to the president and CEO of the foundation early in his tenure, this leader is one of three critical chief development officers on the foundation's senior leadership team, with peer leaders overseeing constituent areas and principal gifts. This is an exceptional opportunity for a trailblazing fundraising leader and builder of programs to make a significant impact at one of the nation's leading health systems and academic centers.

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 last 20 years have seen unprecedented growth for the institution. In addition to providing highest-end care that is unparalleled in terms of safety and quality, Houston Methodist also boasts 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.

The CDO is responsible for the strategy, leadership, and development of the foundation's major, planned, annual, and corporate and foundation giving programs. This individual will also direct the foundation's regional fundraising across Houston Methodist's seven current community hospitals, with an eighth opening in early 2025. The CDO will be a crucial builder of the foundation's frontline and regional

fundraising teams and will be responsible for recruiting and hiring a significant portion of staff for these programs, including senior leadership roles. Importantly, in close partnership with the research and prospect management team, the CDO will utilize best practices and the latest analytics to develop and oversee the design and implementation of a sophisticated, best-in-class moves management process for the entire foundation. The CDO will also design and implement a foundation-wide donor qualification process with measurable annual goals. As the foundation prepares for its most ambitious comprehensive campaign in organizational history, the CDO will serve as a member of the campaign task force, contributing significantly to overall campaign design and implementation.

The ideal candidate will be an experienced, enterprising, and strategic fundraiser with at least ten years of development experience and at least five years of management and leadership experience, preferably in a complex research university or academic medical center environment. The CDO must bring the experience, interest, and initiative to effectively build and shape the foundation's frontline and regional teams, significantly expanding the staffing of these programs, including senior leadership positions. The CDO must possess a keen understanding of fundraising best practices and demonstrated expertise in building and growing fundraising teams. The successful candidate will be an experienced leader adept at motivating, empowering, and advocating for staff, as well as facilitating cohesion and team success. The CDO must have experience in a sophisticated moves management program and be prepared to develop and implement policies, procedures, and best practices to effectively leverage data and moves management in all aspects of the foundation's work. The CDO must demonstrate the credibility, maturity, and sophistication necessary to effectively engage with executive leaders and diverse groups of internal and external constituents. The successful candidate will possess a track record of significant personal success in donor cultivation, solicitation, and stewardship at the major and principal gift levels. Critical to success will be the CDO's ability to reflect the I CARE values of the foundation, and to align deeply and authentically with Houston Methodist's commitment to excellence in clinical care, education, and research.

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.

HOUSTON METHODIST

The Houston Methodist System comprises a leading academic medical center located in the Texas Medical Center and eight community hospitals serving the Greater Houston area. Each hospital is staffed by committed personnel who exemplify [I CARE values](#): integrity, compassion, accountability, respect, and excellence. Patient safety, quality, and service are among the highest priorities.

Houston Methodist Hospital, the system's flagship, is recognized as a leader in cutting-edge research, education, disease prevention, and compassionate treatment of all health care needs. It was recently named to *U.S. News & World Report's* prestigious Honor Roll – the best hospitals list- for the eighth time

overall and sixth consecutive year and has ranked as the number one hospital in Texas for 13 consecutive years. In *U.S. News & World Report's* specialty rankings, Houston Methodist ranked in 10 specialties, and it is the 32nd year its flagship hospital has had at least one specialty ranked. Eight specialties made the top 20 list, with three in the top 10. Below is a breakdown of the 2024-25 specialty rankings in alphabetical order:

- Cancer – No. 18
- Cardiology, Heart, and Vascular Surgery – No. 15
- Diabetes and Endocrinology – No. 6
- Gastroenterology/GI Surgery – No. 7
- Geriatrics – No. 18
- Neurology/Neurosurgery – No. 13
- Obstetrics and Gynecology – No. 14
- Orthopedics – No. 23
- Pulmonology and Lung Surgery – No. 8
- Urology – No. 25

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 Academic Institute: The [Houston Methodist Academic Institute](#) is the cornerstone of Houston Methodist's position as a nationally recognized academic medical center. The President of the Academic Institute serves as the Chief Academic Officer and is the senior most academic executive within Houston Methodist. The Academic Institute, comprised of the [Houston Methodist Research Institute](#) and [Houston Methodist Education Institute](#), aligns its research and education initiatives to serve Houston Methodist's mission to advance the new technologies and skills clinicians need for patient care. Its primary academic affiliate is the top-ranked Weill Cornell Medicine, as well as affiliations with Texas A&M University, Rice University, the University of Houston, and MD Anderson Cancer Center.

Houston Methodist Community Benefits: At Houston Methodist, caring for the community means more than providing quality healthcare at its eight hospitals – it means supporting individuals and organizations that touch the lives of those who make up the community. Based on the I CARE values, programs provide financial and medical assistance to more than 150,000 patients annually. This support also helps foster confidence, peace of mind, and compassion in individuals rebuilding their lives.

Houston Methodist Specialty Physician Group: Doctors in Houston Methodist Hospital's Physician Organization are employed by Houston Methodist Hospital and have offices located on campus. These physicians are deeply rooted in an academic and research environment where teaching, continuing education, and collaboration are strongly encouraged. Membership in the organization provides an

affiliation with Houston Methodist Research Institute and opportunities for Weill Cornell Medicine faculty appointments.

Houston Methodist Primary Care Group: With 45 locations throughout the Greater Houston area, the Houston Methodist Primary Care Group is dedicated to providing quality patient care for the entire family. Houston Methodist Primary Care Group is proud to be a part of Houston Methodist and its family of hospitals, ensuring efficient access to specialty and hospital services whenever the need arises.

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. There are six Centers of Excellence:

- 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 Disorders
- 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 \$980 million, increased the endowment to more than \$600 million, and supported the creation of more than 132 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 billion over ten years.

In Fiscal Year 2023, the foundation raised a total of \$91.9 million. More than 3,638 gifts were made by nearly 3,166 unique donors – 72 percent of whom were individuals, followed by 28 percent foundations, and three percent corporations and corporate foundations. For more information on fundraising results, please visit the foundation's [2023 annual report](#).

In 2017, Houston Methodist received the largest contribution in its history – a \$101 million gift from billionaire Joseph C. “Rusty” Walter, his wife, Paula, and the Walter Oil & Gas Corporation 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 75 to 125 full-time employees.

CHIEF DEVELOPMENT OFFICER

Reporting to the president and CEO of the Houston Methodist Hospital Foundation, and as a critical member of foundation's senior leadership team, the chief development officer (CDO) is responsible for leading and directing the foundation's frontline fundraising teams, including major, planned, annual, corporate, and foundation giving and contributing to the overall direction of the foundation's anticipated billion-dollar-plus comprehensive campaign. The CDO will also direct all regional fundraising across Houston Methodist's seven, soon to be eight, community hospitals. With the opportunity to significantly build and grow these respective teams, the CDO will identify, recruit, and hire exceptional talent into critical fundraising roles, including the senior leadership of each program area. Notably, the CDO is responsible for designing and directing a comprehensive, best-practice moves management program for the entire foundation and will partner closely with foundation leadership and critical constituents in this effort.

Programmatic Growth and Fundraising

- Provide strategic and operational oversight for the frontline fundraising teams, including major, planned, annual, corporate and foundation, and regional giving. Build and grow the frontline fundraising teams, including senior leadership positions.
- In collaboration with the research and prospect management team, oversee the design and implementation of a sophisticated moves management process for use across the foundation.
- Serve as the architect of and implement a foundation-wide donor qualification process, as well as related annual and measurable goals for frontline fundraising staff.
- Enhance the philanthropic presence at Houston Methodist Medical Center and all Houston Methodist community hospitals.
- Personally cultivate, solicit, and steward a select portfolio of high-level prospects and donors, setting an example for the frontline fundraising teams.

Staff Management and Development

- Provide leadership for a team with plans to grow to 30 employees, including direct reports of senior leaders in the areas of major gifts, planned giving, corporate/foundation giving, annual giving, and regional giving.
- Identify, hire, and recruit fundraising talent, including senior leadership roles, across the frontline and regional teams.
- Inspire, empower, and motivate staff through active communication, transparency, and delegation, placing staff members' work within the context of Houston Methodist's and the foundation's strategic priorities and mission.
- Sustain a collaborative, respectful, and high-achieving environment that recognizes and rewards performance and promotes a welcoming and inclusive workplace culture; support the Houston Methodist culture through consistent behavior that is aligned with I CARE values.
- Ensure that best practices in fundraising and moves management are followed while fostering a work culture that values creativity, rewards new ideas and data-informed risk-taking, builds confidence, and encourages teamwork.

Engagement with Key Partners

- Serve as a critical member of the foundation's senior leadership team and partner closely with colleagues to provide meaningful contributions and vision for the overall direction of the foundation.
- As a member of the foundation's campaign task force, participate in the design and execution of Houston Methodist's impending billion-dollar-plus comprehensive campaign.
- Collaborate closely with the chief development officer overseeing constituent fundraising programs to maximize opportunity and achieve foundation goals.
- Oversee and manage Houston Methodist's volunteer communities and their engagement in fundraising-related activities, ensuring their time is used productively and meaningfully.
- Cultivate strong working relationships with leadership team peers, administrators, faculty, and staff across the hospital system, engendering trust through transparent communication and a clear motivation to work as a team.

QUALIFICATIONS & EXPERIENCE

While no one candidate will meet all desired criteria, the successful candidate will bring most of the following qualifications and attributes:

Qualifications

- At least ten years of fundraising experience and five years of management and leadership experience, preferably in a complex research university or academic medical center environment.
- Demonstrated experience in and contributions to the design and implementation of a sophisticated moves management program.
- Knowledge of best practices in all key areas of fundraising and strategic planning as a member of a senior leadership team.
- Experience building upon an existing fundraising program, including individual and institutional philanthropy, and growing fundraising teams, resulting in a transformative increase in philanthropic revenue for an organization.
- A proven track record of success in personally cultivating, soliciting, and stewarding major principal gifts from individual and institutional donors; a high level of comfort and effectiveness working with high-net-worth individuals and organizational leaders.
- The ability to establish a team- and goal-oriented environment through the use of best practice methodologies, strategic guidance, and mentorship. Expert knowledge and experience in managing and communicating performance expectations, professional development, and shared goals for a team of professionals.
- Strong leadership and decision-making skills; the instinct and ability to develop recommendations and strategies for fundraising success consistent with the overall development strategic plan and fundraising priorities for the Houston Methodist Hospital Foundation.
- Demonstrated experience recruiting frontline fundraisers and enhancing professional development and career planning opportunities as a means of retention.
- 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, 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 strategy and as a foundation for development programs; 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 resolve conflict.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them.
- Creativity, flexibility, a high level of responsiveness, and the ability to work effectively in a fast-paced environment.
- A bachelor's degree is required.

TO APPLY

Houston Methodist Hospital Foundation has retained Isaacson, Miller, a national executive search firm, to assist in this search. Confidential inquiries, nominations, referrals, and applications should be directed in confidence to:

[https://www.imsearch.com/open-searches/houston-methodist-hospital-foundation/
chief-development-officer](https://www.imsearch.com/open-searches/houston-methodist-hospital-foundation/chief-development-officer)

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.

ADDENDUM

LEADERSHIP

Marc L. Boom, M.D., M.B.A., F.A.C.P., F.A.C.H.E President and CEO

Dr. Marc L. Boom is president and CEO of Houston Methodist and holds the Ella Fondren and Josie Roberts Presidential Distinguished Centennial Chair. Dr. Boom holds a B.S. in Biology with High Honors from the University of Texas at Austin, an M.D. with High Honors from Baylor College of Medicine, and an M.B.A. from The Wharton School of the University of Pennsylvania. He completed a residency in internal medicine at Massachusetts General Hospital, Harvard Medical School, and fellowships in geriatric medicine and general medicine at the Hospital of the University of Pennsylvania. He is board certified in internal medicine and geriatric medicine and is a Fellow of the American College of Physicians. Previously Dr. Boom was executive vice president of The Methodist Hospital, president and CEO of Methodist Diagnostic Hospital and president/CEO/medical director of Baylor-Methodist Primary Care Associates, a network of primary care physicians. Dr. Boom is also an assistant professor of medicine at Weill Medical College of Cornell University, an adjunct professor of management, policy, and community health at The University of Texas School of Public Health and previously an adjunct professor of Management at Rice University.

Dr. Boom is a member of numerous professional and community organizations including the American College of Healthcare Executives, The Leadership Institute, the American College of Physician Executives, the University of Texas College of Natural Sciences Advisory Council; and the American Heart Association where he is Past-President of the Board for the Houston Office. Dr. Boom is chair-elect of the Texas Hospital Association, having previously served on the organization's board of trustees. He represents Houston Methodist Hospital on the Vizient Consortium CEO Executive Board. Dr. Boom has been a member of the Young Presidents Organization (YPO) since 2012. He served as moderator of the group's Forum V in 2013-2014. Dr. Boom also serves on the board of Texans By Nature and the Houston Advisory Board of Directors of Amegy Bank. He previously served as chair of the Health Care Advisory Committee of the Greater Houston Partnership. He maintains a part-time clinical practice where his special interests are preventive medicine, lipid disorders, and hypertension.

Dr. Boom was named CEO Communicator of the Year by the Houston chapter of the Public Relations Society of America in 2014. He was finalist for the 2009 and 2010 Health Care Hero Award by the Houston Business Journal. In 1999, Modern Healthcare magazine named Dr. Boom one of healthcare's newest leaders - the "Up and Comers." In the 2007 Modern Healthcare "Up and Comers Yearbook" celebrating 20 years of the list, Dr. Boom was singled out as the "Star Student" of the "Up and Comers Class of 1999." The American Heart Association awarded Dr. Boom the "2006 Distinguished Service Award" and in 2012, Dr. Boom and his wife Dr. Julie Boom received the "Good Samaritan Award" from Interface-Samaritan Counseling Centers. In 2016, he was selected to receive the year's American College of Healthcare Executives Regent for Texas - Southeast, Senior-Level Healthcare Executive Award as well as the ACHE's Recognition Award. Dr. Julie Boom is a pediatrician at Texas Children's Hospital. Her special interests are in vaccine advocacy and research.

Married for more than 25 years, the Booms have three children, Kathryn (24), John (20), and Janie (14). They are active members of First Presbyterian Church. Dr. Boom enjoys travel, soccer, gardening, playing the piano and gourmet cooking.

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.