



The difference between practicing medicine and leading it.

Campaign Director
Houston Methodist Hospital Foundation
Houston, Texas

SEARCH OVERVIEW

Houston Methodist Hospital Foundation (HMHF or 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 highly organized campaign director to drive and guide the institution's next comprehensive campaign. This inaugural position will serve as chief architect and leader of the campaign, working collaboratively with foundation and hospital leadership to develop priorities, plans, and strategies, and leading foundation staff through the process of campaign planning and setting aggressive annual and long-range fundraising goals to support campaign priorities. The search commences during a momentous time following significant investment in and growth of the foundation, spearheaded by newly appointed president, Dr. Flynn Andrizzi. For the right candidate, this is a rare, career-defining opportunity 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 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. Reporting directly to the foundation president and CEO, the campaign director will serve as an active thought partner and central orchestrator in campaign planning and attainment, and will drive efforts to create awareness, inspire confidence, and generate support for campaign priorities. With a strong service orientation and broad institutional perspective, the campaign director will build trusting and effective partnerships with the foundation staff and hospital leadership, as well as campaign volunteers, donors, physicians and clinical leaders, vendors, and campaign counsel. The campaign director will also lead strategic and tactical planning for campaign initiatives, serving as a convenor and facilitator to bring foundation staff and resources together to leverage the strength of

existing programs and infrastructure as well as to analyze and elevate efforts through the introduction of creative and entrepreneurial fundraising strategies, industry best practices, and data-informed risk-taking and decision-making.

The ideal candidate will be a diplomatic, adaptable, and experienced professional who excels at strategic planning and project management. They will have participated in a successful campaign from start to finish within a large, complex, and fast-paced organization. Superior communications skills to ensure effective messaging for a variety of audiences will be essential, along with a high level of integrity and emotional intelligence to effectively engage and partner with key internal and external constituents. The ideal candidate must be a self-starter who operates with a sense of urgency, and thinks strategically, analytically, and innovatively to transform new ideas into executable and enduring programs. A bachelor's degree is required.

Houston Methodist Hospital Foundation has engaged Grace Zakim and 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 Texans, 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.

CAMPAIGN DIRECTOR

Reporting to the foundation president and CEO, the campaign director is responsible for the overall planning and implementation of the foundation's anticipated billion-dollar plus comprehensive campaign. In close consultation with the president, the campaign director will collaborate with key colleagues across the foundation to develop priorities, plans, policies, and strategies for the campaign. The campaign director will refine goals and policies as necessary, developing effective strategies and tactics to achieve campaign goals and assuring that all fundraising activities are coordinated, including prospect identification, qualification, assignment, cultivation, solicitation, and stewardship. The campaign director will evaluate, develop, recommend, and recruit campaign resources as required; clarify and strengthen

functions and programs to ensure campaign goals are achieved; and manage the implementation of the campaign plan. The campaign director will lead efforts to engage and convene foundation staff, align campaign priorities with case development, coordinate ongoing campaign councils and volunteer committees, and track campaign progress and activities.

Major functions and responsibilities:

- Design, plan, implement, manage, and oversee all administrative aspects of multi-year capital and comprehensive campaigns in support of Houston Methodist.
- Consult with the president regularly regarding campaign progress and provide guidance and support on plans and strategies to achieve defined goals. Produce high-level campaign timelines and detailed underlying project plans that include benchmarks, milestones, deliverables, goals, and key players.
- Provide evaluation to foundation leadership, campaign volunteers, and boards of directors regarding results, successes, lessons learned, opportunities for growth, and forecasting. Produce regular reports and briefing materials, budgets, campaign documents, memos/correspondence, and metrics reports to key stakeholders.
- Seek opportunities to provide ongoing education of foundation staff and partners on campaign strategies and best practices.
- Design, launch, and maintain processes for identifying and tracking approved funding priorities that will be included within the campaign.
- Lead the planning process for special projects and initiatives throughout the campaign. Provide strategic staffing support and advice on the organization of campaign volunteer committees and initiatives; determine the leadership, define the mission, and clearly articulate goals and deliverables. Monitor progress relative to goals and timelines; assume accountability for keeping projects and initiatives on time and on target.
- In concert with the foundation leadership and frontline development staff, participate in developing strategies for identification, cultivation, solicitation, and stewardship of new and existing donors.
- Work with communication and marketing teams, and other partners to develop campaign branding and messaging including the case prospectus, case for support, other relevant collateral, and branded merchandise.
- Collaborate with the prospect research and management team to leverage data analytics and predictive modeling to inform campaign strategies, identify potential donor populations, measure

the philanthropic potential of existing donor households, develop campaign gift tables, craft ask amounts, and design solicitation strategies.

- Perform other tasks and duties as directed by the president and CEO.

QUALIFICATIONS & EXPERIENCE

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

Qualifications

- Expertise and depth of understanding of best practices and trends in comprehensive and capital campaigns; seven to ten years of progressively responsible experience with at least three years of campaign management experience in complex, successful development programs, preferably in higher education or healthcare.
- The intellectual and emotional depth, maturity, and confidence to engage and garner the trust of the key administrative leaders, physicians, senior staff, and key volunteers and donors. A high level of comfort and effectiveness working with high-net-worth individuals and corporate business leaders.
- The political savvy to navigate a complex medical community; the desire and ability to build bridges and strong collaborative relationships with all members of an enterprise. An interest in serving as a resource to others and obtaining their input.
- The ability to adapt to and lead through changing circumstances in an environment where working across boundaries and leveraging strengths are necessary.
- A creative approach to problem solving, and strong critical thinking and analytical skills. A high level of energy, self-assuredness, optimism, personal resilience, and the ability to function at peak levels in a high-expectation environment are essential.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them.
- An understanding of and appreciation for the use of technology.
- Superior written and oral communication skills. Superlative interpersonal skills, an ability to lead by influence, and demonstrated success working with all individuals.
- Honesty, integrity, enthusiasm, perspective, and a sense of humor; a strong work ethic supported by commitment and follow-through.

- 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/campaign-director>

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.