

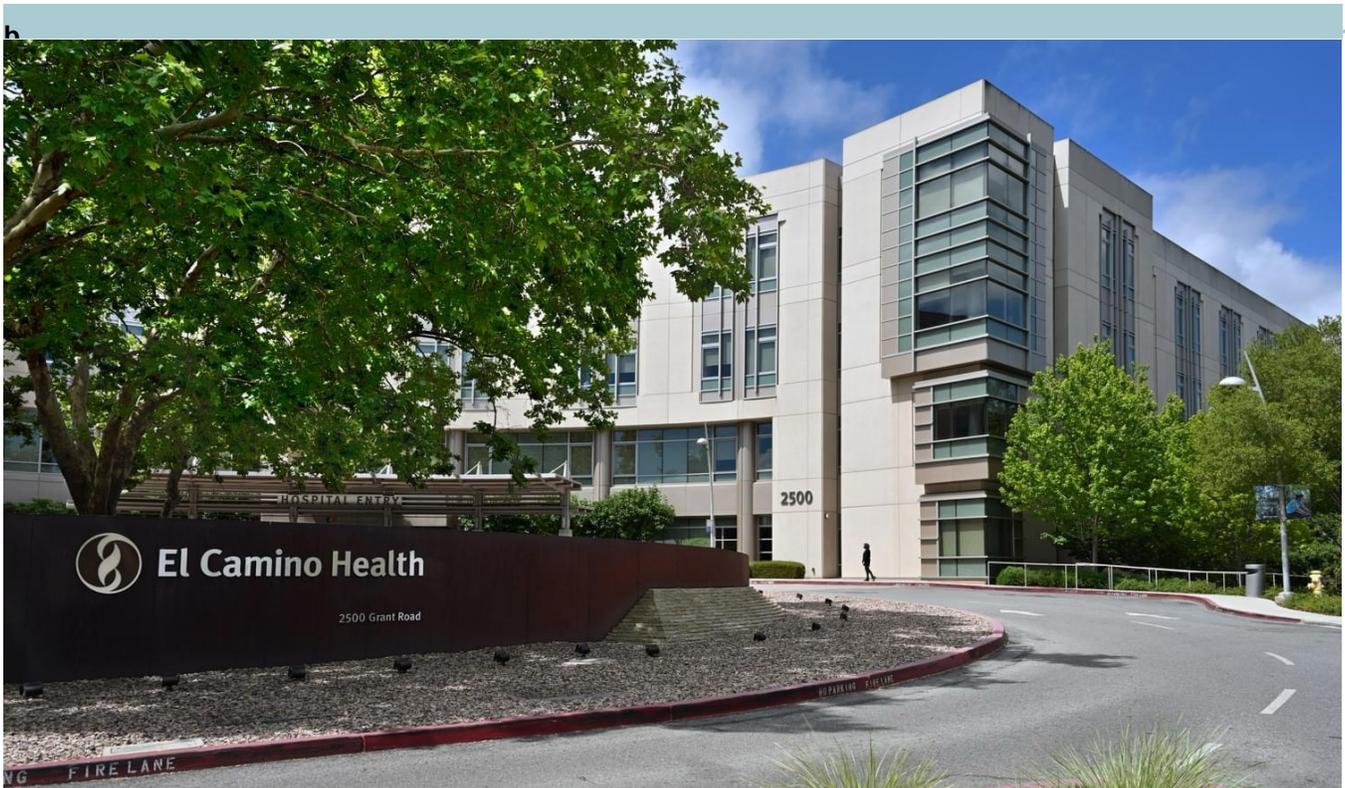


President, Hospital Foundation

Leadership Profile

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The Opportunity

El Camino Health, located in the heart of Silicon Valley, seeks an accomplished and visionary fundraising executive to serve as President of the El Camino Hospital Foundation. This is a unique opportunity to lead philanthropy for one of the region's most respected healthcare organizations and to advance ambitious initiatives that will transform care delivery for diverse communities across Santa Clara County.

Reporting directly to Chief Executive Officer, Dan Woods, and working closely with the engaged Foundation Board, the President will provide strategic and operational leadership for all philanthropic activities supporting El Camino Health. This includes major and principal gifts, grateful patient giving, planned giving, corporate and foundation support, and special campaigns. A key priority will be launching and driving a historic comprehensive campaign aligned with El Camino Health's \$1.3 billion capital program, including the redevelopment of the Los Gatos campus and other enterprise-wide initiatives.

The President will serve as a dynamic ambassador for El Camino Health, cultivating transformational relationships with Silicon Valley's philanthropic leaders, CEOs, and high-net-worth individuals. This leader will foster a culture of philanthropy across the health system, engaging physicians, executives, and staff to accelerate grateful patient giving and inspire broad-based community support.

The ideal candidate will bring a proven track record of leading major and comprehensive campaigns from inception to completion, experience cultivating transformational gifts, and success in building and mentoring high-performing development teams. They should demonstrate strategic vision, exceptional relationship-building skills, and the ability to engage boards and volunteer leadership effectively. Experience in healthcare philanthropy is preferred, however, candidates with diverse fundraising backgrounds and a history of driving significant revenue growth in mission-driven organizations are also encouraged to apply.

Philanthropy is essential to El Camino Health's future. With nearly \$100 million in assets, 13 endowed funds, and a goal of reaching \$20 million in annual philanthropic revenue, the Foundation is poised for significant growth. The next President will leverage this momentum to position El Camino Health as a premier philanthropic investment in Silicon Valley—an environment defined by innovation, diversity, and extraordinary generosity.

This is an exciting opportunity for a bold, relationship-driven leader to shape the next chapter of philanthropy at El Camino Health and make a lasting impact on the health and well-being of the communities it serves.

This is an in-person role based in Mountain View, California, and the individual will be an employee of El Camino Health, requiring a visible and engaged presence across the organization's campuses and the Silicon Valley community.

Further details regarding nominations and applications for this esteemed role are available in the "Procedure for Candidacy" section below.

Organization Overview



El Camino Health is an integrated healthcare delivery system located in Silicon Valley. Since 1961, El Camino Health has been moving healthcare forward through innovating medical firsts, ranking among the best organizations for care, and touching countless lives. El Camino Health's mission to heal, relieve suffering, and advance wellness has guided generations of caregivers to make a difference, as the work they do continues to have a positive impact on the lives that they touch, making El Camino Health better for the next generations of caregivers, patients, and communities served by the system.

El Camino Health is comprised of the following entities: El Camino Healthcare District, El Camino Hospital (450+ beds across campuses in Mountain View and Los Gatos including separate Women's and Behavioral Health hospitals), El Camino Health Medical Network which includes 120+ physicians, El Camino Hospital Foundation (established for fundraising purposes) and CONCERN (an employee assistance program). With a full spectrum of health services, El Camino Health's hospitals, birth centers, rehabilitation and long-term care centers, plus home healthcare and hospice services, deliver healthcare to the citizens in Santa Clara, San Mateo, and other counties in the San Francisco Bay Area.

El Camino Health Fast Facts

Number of beds	466
Employees	4,480
Number of physicians:	1,585
Inpatient Volume	2,295
Outpatient Volume	286,349
Number of deliveries	4,751
Annual revenue	\$1.7B

Aside from achieving outstanding patient outcomes, El Camino Health has earned numerous awards for clinical excellence, including being named one of the World's Best Hospitals 2024 by Newsweek, one of the Best Hospitals for Maternity Care by U.S. News & World Report, one of America's 100 Best for Cardiac Care by Healthgrades and becoming the San Francisco Bay Area's first Magnet hospital, earning four consecutive designations from the American Nurses Credentialing Center for nursing excellence. In addition, both the Los Gatos and Mountain View hospitals earned the highest ranking for patient safety from The Leapfrog Group for the fourth consecutive cycle in the spring of 2024. As an organization, these awards are part of an ongoing vision of being "distinguished," "best", and "excellent."

Health System Governance

El Camino Health is governed by the El Camino Healthcare District, established in 1956. The publicly elected five-member District Board appoints the 10-member Hospital Board, which provides fiduciary oversight and strategic direction for the health system. The Hospital Board meets regularly throughout the year and oversees key committees—including the Quality Committee—to ensure excellence in patient safety, clinical outcomes, and operational performance.



EL CAMINO HEALTH'S COMMITMENT TO THE COMMUNITY

Mission

Our mission is to heal, relieve suffering, and advance wellness.

Values

- **Quality.** We pursue excellence to deliver evidence-based care in partnership with our patients and families.
- **Safety.** We put safety first in each decision and process, to achieve our mission of zero harm for our patients, visitors, and team members.
- **Compassion.** We care for each individual uniquely with kindness, respect, and empathy.
- **Community.** We partner with local organizations, volunteers, and a philanthropic community to provide healthcare services across all stages of life.
- **Collaboration.** We partner for the best interests of our patients, their families and our community using a team approach.
- **Stewardship.** We carefully manage our resources to sustain, grow, and enable services that meet the health needs of our community.
- **Innovation.** We embrace solutions and forward-thinking approaches that lead to better health.
- **Accountability.** We take responsibility for the impact our actions have on the community and each other.

Community Impact

El Camino Health is grounded in a mission to heal, relieve suffering, and advance wellness—and that mission extends far beyond the walls of its hospitals. As a community-based, nonprofit health system, El Camino Health invests significantly in programs and services that improve access to care, address social determinants of health, and reduce disparities for vulnerable populations.

In FY2024 alone, El Camino Health provided more than \$120 million in total community benefit, including charity care, subsidized health services, mental health and addiction programs, community-based wellness initiatives, preventive screenings, chronic disease support, and partnerships with local nonprofit and civic organizations. These investments reflect the system's commitment to meeting key regional health needs such as behavioral health access, maternal health equity, chronic disease management, senior care, and culturally responsive care for immigrant and multilingual communities.

El Camino Health also supports community well-being through education, screenings, and targeted outreach efforts that empower individuals to take charge of their health. Partnerships with schools, local agencies, and social service providers ensure that high-quality care and resources reach underserved residents across Silicon Valley.

For additional information regarding awards, services provided, and other specific information, please visit the website www.elcaminohealth.org

El Camino Health Foundation

El Camino Health Foundation serves as the philanthropic arm of the health system, working to advance its mission and expand its impact through donor investment. Over the past several years, the Foundation has experienced extraordinary momentum—nearly doubling philanthropic revenue and growing its assets to approximately \$100 million, including 13 endowed funds and \$30 million in restricted giving that supports key service lines and innovation initiatives.

Philanthropy plays a vital strategic role at El Camino Health. Donor contributions strengthen high-impact programs in areas such as women's health, mental health and addiction services, cancer care, cardiac rehabilitation, community health, and innovation. The Foundation has become a catalyst for advancing initiatives that go beyond standard reimbursement, enabling the health system to respond rapidly to community needs and invest in new care models and technologies.

With a historic \$1 billion capital initiative planned—including the comprehensive redevelopment of the Los Gatos campus—the Foundation is preparing to launch a transformative comprehensive capital campaign, the largest in the system's history. In the years ahead, the organization has set an ambitious goal of reaching \$20 million in annual philanthropic revenue, reflecting both the scale of opportunity and the region's philanthropic capacity. The next Foundation President will work closely with the Board, executive leadership, physicians, and a strong development team to advance this trajectory and deepen the Foundation's impact.

Philanthropy is essential to El Camino Health's future—ensuring that the organization continues to innovate, expand access, and deliver exceptional care to every patient, regardless of background or circumstance. The Foundation's partnership with the health system enables El Camino Health to “punch above its weight” in a competitive regional healthcare market, translating donor generosity into meaningful improvements in care delivery, infrastructure, technology, and community wellness.

Leadership



Dan Woods, Chief Executive Officer

With more than 25 years of healthcare experience, Dan Woods has championed complex, business transformation strategies, provided oversight of operations, and fostered a collaborative environment with physicians to deliver high quality, accessible, and friction-less consumer healthcare experiences. Since 2017, he has served as chief executive officer of El Camino Health, a community-based healthcare leader in the San Francisco Bay area that provides personalized healthcare services to the diverse communities it serves.

During Dan's tenure, the organization has expanded its service footprint from two acute care hospitals to include a mental health hospital, revitalized Women's hospital, a rehabilitation hospital, outpatient services including urgent care, primary care, and specialty care clinics throughout Santa Clara County. El Camino Health's patient volume grew nearly 74 percent, and hospital share of deliveries grew to a market leader position with more than 5,000 births annually.

Dan's commitment to patient and employee safety has helped El Camino Health continue to be a provider of choice in the San Francisco Bay area. This commitment earned El Camino Health repeated distinctions for high quality and patient safety including; the Leapfrog Group, Fortune/Merative (formerly IBM/Watson), Newsweek, and the Centers for Medicare & Medicare. In 2023, Dan was named to the Silicon Valley Business Journal's inaugural Power 100 list, which recognizes the most influential business leaders in the region.

El Camino Health Leadership Team

El Camino Health is supported by a highly experienced and collaborative executive leadership team that oversees system strategy, operations, clinical excellence, and long-term organizational growth. This group drives performance across the health system's hospitals, medical network, and community programs, ensuring alignment with El Camino Health's mission and strategic priorities. The incoming Foundation President will be an integral partner to this leadership team, working closely with executives across operations, finance, strategy, nursing, clinical service lines, digital transformation, and the medical network. This collaboration will ensure philanthropy is fully aligned with enterprise goals and positioned to accelerate impact across the organization.



For detailed biographies of El Camino Health's executive leaders, visit: www.elcaminohealth.org/about-us/hospital-leadership/executive-team.

El Camino Health Foundation Board

El Camino Health Foundation is guided by a committed Fundraising Board of Directors that plays a pivotal role in advancing philanthropy for the health system. Distinct from the system and district governing boards, the Foundation Board focuses on donor engagement, community advocacy, and strategic fundraising to expand El Camino Health's impact. Board members bring valuable networks, expertise, and enthusiasm for strengthening the organization's philanthropic reach. To view a list of current board members, visit: <https://www.elcaminohealth.org/community/foundation/community/foundation-news/board>.

Position Summary

Reporting Relationships

Reporting to the Chief Executive Officer, with a dotted line to the Foundation Board Chair, the President will lead a team of thirteen, with five direct reports. Direct reports include a Director, Foundation Operations, Associate Vice President, Executive Assistant, and Administrative Supervisor, Director of Foundation Communications and Engagement, and Manager, Special Events. The President will partner with the Senior Leadership Team, Medical Staff, and the Foundation Board.

[Foundation Staff](#)

[Foundation Board](#)

Responsibilities

The President of the El Camino Hospital Foundation provides strategic leadership, planning, and execution of all foundation activities to advance the mission, vision, and financial sustainability of the health system. This role is responsible for developing and implementing fundraising strategies, donor engagement programs, community outreach initiatives, and long-term philanthropic growth plans. The President guides the creation and implementation of the Foundation's policies and procedures that align with the health system's overall organizational priorities and strategic initiatives. The President also serves as a member of the health system's Executive Management team, working closely with clinical, business, and strategy leaders within that committee to identify and define the strategic priorities and initiatives.

This position serves as the face of the Foundation, building strong partnerships in the community, cultivating donor relationships, and developing creative campaigns that increase awareness and support for charitable giving. The President should take a direct leadership role in strategic solicitations with transformational donors and prospects.

Strategic Leadership & Planning

- Develop, implement, and oversee the Foundation's short- and long-term strategic fundraising goals in alignment with hospital priorities and community needs.
- Strategically develop the Foundation's Board of Directors membership to advance the priorities of the Foundation. This includes the recruitment of new members and the development of current members into future leadership positions with the Board of Directors.
- Work closely with the ECH finance team, ECH policy committee, and the ECH compliance office to create and direct policies, procedures, and operational practices that support the Foundation's mission and comply with regulatory and ethical fundraising standards. Regularly maintain and update policies and procedures on an annual basis.
- Develop and manage the Foundation's budget, financial planning, and resource allocation to maximize impact and operational efficiency.
- Participate as a member of the El Camino Health executive management team, participating in strategic planning across the enterprise. Develop strong relationships with the key executives in focus areas such as clinical excellence, innovation, marketing, patient experience, and strategic growth and construction.
- Develop a strong relationship and work strategically with the Foundation's liaison to the El Camino Hospital Board. This includes periodic updates to the Hospital Board on behalf of the Foundation.

Fundraising & Donor Engagement

- Lead the design and execution of comprehensive fundraising programs, including major gifts, annual giving, planned giving, corporate partnerships, and special campaigns.
- Cultivate and maintain strong relationships with donors, community leaders, board members, business partners, and philanthropic organizations.
- Organize and implement targeted strategies to increase donor contributions, expand donor networks, and retain long-term donor commitment.

Community & Marketing Initiatives

- Serve as a visible and active ambassador for the Foundation in the community, promoting philanthropic opportunities and strengthening public awareness of its mission.
- Develop creative outreach initiatives, marketing campaigns, and engagement events that elevate the Foundation's brand and attract new supporters.
- Oversee communication strategies, including digital presence, publications, events, and media engagement, to effectively market and promote the Foundation's work.

Board Leadership & Governance

- Collaborate with the Foundation Board of Directors to develop governance strategies, set fundraising priorities, and ensure accountability to mission goals.
- Provide regular performance updates on fundraising metrics, financial outcomes, philanthropic trends, and community relations.
- Oversee recruitment, training, and engagement of board members and volunteers to support foundation initiatives.



Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

Establish Credibility and Deeply Engage the Organization

In the first months, the new President will focus on building meaningful relationships across El Camino Health—physicians, executives, staff, and community partners. Being present on both campuses, listening actively, and understanding the organization’s culture and aspirations will be key to establishing credibility and setting the stage for long-term success.

Elevate Board Engagement and Strengthen Governance

A dynamic board is essential to realizing the Foundation’s philanthropic ambitions. The President will strengthen relationships with trustees, set clear expectations for fundraising and ambassadorial responsibilities, and elevate board participation in cultivation strategies. Working alongside the board chair and in partnership with the El Camino Health CEO, the President will expand the Foundation’s reach and accelerate the recruitment of trustees.

Build Strategic Partnerships with Physicians to Accelerate Grateful Patient Philanthropy

El Camino Health’s physicians are powerful catalysts for grateful patient giving. The next leader will cultivate strong, trust-based relationships with clinical chairs and service line leaders, create clear pathways for physician engagement, and embed philanthropy as a natural extension of the patient experience. Integrating compelling patient stories and program outcomes into donor strategies will be critical to securing transformational gifts for high-impact service lines—such as cancer, heart and vascular, mental health, and women’s health—as well as emerging priorities including orthopedics and neurosciences.

Advance and Launch a Comprehensive Campaign

The Foundation is preparing to undertake the largest fundraising initiative in its history—a comprehensive campaign aligned with El Camino Health’s \$1.3 billion capital program, including the transformation of the Los Gatos campus. The new President will refine and execute the campaign strategy, leveraging recommendations from Huron and GG+A’s readiness assessments. Key early priorities include articulating a compelling case for support, establishing campaign gift structures, and securing early leadership commitments that demonstrate momentum and set the philanthropic pace for the broader community.

Accelerate Revenue Growth and Diversify Philanthropic Investment

The Foundation’s philanthropic revenue has nearly doubled in recent years, creating strong momentum and significant opportunity for continued expansion. With an ambitious goal of reaching **\$20 million in annual philanthropic revenue** in the years ahead, the President will partner closely with the board, executive leadership, and Foundation staff to drive growth across all giving streams—including major and principal gifts, planned giving, annual giving, and corporate and foundation support.

Develop Talent and Strengthen Infrastructure

Internally, the President will continue to build on a solid operational platform supported by a seasoned team of 13 and a newly implemented Salesforce CRM. The leader will mentor and elevate staff capabilities, assess organizational needs in major gifts, planned giving, and donor relations, and ensure operational excellence. Strengthening marketing and communications capabilities—particularly around impact storytelling—will be essential to amplifying El Camino Health’s value proposition and donor outcomes.

Candidate Qualifications

Education and Experience

- Bachelor's degree in business, nonprofit management, communications, marketing, healthcare administration, or related field required; master's degree preferred.
- Minimum of 10 years of progressive leadership experience in fundraising, development, philanthropy, nonprofit, or related field, preferably within healthcare or a large nonprofit.

Competencies and Skills

- Demonstrated success leading fundraising strategies and donor cultivation efforts, including major and transformational gift programs and capital campaigns.
- Strong relationship-building skills with donors, community partners, and executives.
- Creative and innovative thinker with experience in developing compelling marketing or outreach programs.
- Exceptional communication, presentation, and storytelling abilities.
- Strong organizational and project management skills with the ability to execute multiple initiatives simultaneously.
- Ability to lead with integrity, transparency, and commitment to community engagement.

Leadership Attributes

- **Integrity** – Demonstrates authenticity and unwavering ethical standards.
- **Gravitas & Executive Presence** – Commands respect and credibility with CEOs, major donors, and high-net-worth individuals.
- **Strategic Relationship Builder** – Cultivates transformational donor relationships and networks.
- **Visionary & Innovative Fundraiser** – Moves beyond transactional giving to enterprise-level philanthropy with creativity and bold ideas.
- **Assertiveness & Confidence** – Comfortable asking for eight-figure gifts and positioning El Camino as a top-tier philanthropic investment.
- **Emotional Intelligence** – Navigates complex donor and internal dynamics with empathy and humility.
- **Collaborative Team Leader** – Builds and elevates a high-performing team; coaches staff to succeed.
- **Stakeholder Alignment** – Engages physicians and clinical leaders to tell compelling stories and drive donor impact.
- **Strategic Planning & Execution** – Leads large-scale campaigns with clear priorities, measurable results, and accountability.
- **Entrepreneurial Mindset** – Thinks like a startup leader—nimble, innovative, and focused on immediate impact.

The Community

County of Santa Clara



The County of Santa Clara, also referred to as "Silicon Valley", is unique because of its combination of physical attractiveness and economic diversity. With its numerous natural amenities and one of the highest standards of living in the country, the County has long been considered one of the best areas in the United States in which to live and work.

Santa Clara County is a major employment center for the region, providing more than a quarter of all jobs in the Bay Area. It has one of the highest median family incomes in the country, and a wide diversity of cultures, backgrounds, and talents. The County of Santa Clara continues to attract people from all over the world and has a culture rich in its history, ethnic diversity (over 100 languages and dialects are spoken), artistic endeavors, sports venues, and academic institutions.

The County's population of nearly 1.8 million is one of the largest in the state, and its population constitutes about one fourth of the Bay Area's total population. There are 15 cities ranging from Palo Alto to Gilroy. San Jose is the largest city in the County, with a population of nearly one million, and is the administrative site of County Government. A significant portion of the county's land area is unincorporated ranch and farmland.

The Mediterranean climate of the region remains temperate year-round due to the area's geography and its proximity to the Pacific Ocean. The area is warm and dry for much of the year. In sports and recreation, San Jose is home to teams for professional soccer, minor league baseball, and the San Jose Sharks, the only professional ice hockey team in Northern California. Other local sports teams include the San Jose Earthquakes, the San Jose SaberCats, and the San Jose Giants. Numerous public and private golf courses are located throughout the County.

In addition to these recreational outlets, the County of Santa Clara operates 28 parks covering more than 50,000 acres, including scenic lakes, streams, and miles of hiking and biking trails.

The County is home to three major universities - Stanford University, Santa Clara University, and San Jose State University - as well as excellent community colleges.

Local museums and art galleries include The Tech Museum of Innovation, the Rosicrucian Museum, the Children's Discovery Museum, the San Jose Museum of Art, the Triton Museum of Art, and many others. There are also abundant performing arts venues, including opera, symphonies, musical theatre, repertory theatre, concerts, and children's musical theatre.

Mountain View



Nestled between the Santa Cruz Mountains and San Francisco Bay, Mountain View is a diverse community, ideally located in the heart of the Silicon Valley (10 miles north of San Jose and 35 miles south of San Francisco). At just over 12 square miles, Mountain View is home to approximately 75,000 residents, many nationally and internationally known corporations, and a thriving small business base.

Mountain View prides itself on providing excellent public services and facilities that meet the needs of a caring and diverse community in a financially responsible manner.

While leading the region in innovation and ideas, Mountain View remains committed to the traditional values of strong neighborhoods and citizen involvement. Mountain View boasts strong safety and public education records and is considered one of the best places to live in the Bay Area.

Los Gatos

The town of Los Gatos is nestled at the base of the Sierra Azul, and is located approximately 60 miles south of San Francisco, in the southwestern portion of Santa Clara County, where the Santa Clara Valley meets the lower slopes of the Santa Cruz Mountains. Los Gatos retains a mix of residential, commercial, and light industrial uses, and continues to retain its small-town image, and prides itself as a self-contained community. Over 3,000 businesses serve the residents and act as a destination point for visitors who are attracted to its restaurants, hotels, and variety of shops within a pedestrian oriented downtown setting. The town is also an inclusive community with the full mix of ages, family sizes, and incomes. Los Gatos has many parks and greenbelt areas, as well as a vibrant downtown area, which is listed on the National Register of Historic Places.



For additional information on the community, the following websites may be accessed:

www.sccgov.org, www.mountainview.gov, www.losgatosca.gov

The Philanthropic Landscape in Silicon Valley

Silicon Valley is one of the country's most affluent and innovative regions, driven by a global workforce and a culture that rewards rapid problem-solving and measurable results. This environment shapes a distinctive philanthropic market where high-net-worth tech leaders expect transformational impact and clear return on mission. Donors value innovation, data-driven outcomes, and approaches that mirror the region's startup mindset. The giving community is diverse and expanding, with established philanthropists and emerging tech professionals seeking meaningful ways to engage. Philanthropy in Silicon Valley reflects this unique environment:

Procedure for Candidacy



Please direct all nominations and applications to Luke Morris, Ashley Buderus, and Eleanor Vogelsang preferably through the WittKieffer Candidate Portal by clicking [here](#) or through the office of Eleanor Vogelsang at evogelsang@wittkieffer.com.

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Consultant

Associate

(949) 797-3527

(630) 575-6174

(703) 400-9267

El Camino Health offers a competitive benefits package, including medical and dental benefits as well as paid time off, various insurance coverages, at-risk incentive, and retirement plans for this position. Base salary is commensurate with experience and ranges from \$375,000 to \$425,000.

El Camino Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from El Camino Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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