

POSITION PROFILE



**Ronald
McDonald
House®**

Central Ohio

CEO

Ronald McDonald House Central Ohio

Columbus, Ohio



Introduction for Ronald McDonald House Central Ohio

When a child is hospitalized, distance is one more burden a family must carry. Parents driving hours to reach a bedside, siblings pulled out of school, the cost of a hotel room stacking on top of medical bills: all of it pulls a family apart at the exact moment they most need to be together. Ronald McDonald House Central Ohio exists to remove that barrier, keeping families close so they can focus on what matters most, their child's care.

Founded in 1982, Ronald McDonald House Central Ohio has grown into the largest Ronald McDonald House in the world, a 206-room facility completed in 2023 following a \$42 million capital campaign. The organization partners with Nationwide Children's Hospital, OhioHealth, Mount Carmel Health System, and The Ohio State University Wexner Medical Center to provide free lodging, meals, and support to families with a hospitalized child. In 2025 alone, it served 5,602 families and provided more than 40,000 nights of rest, all at no cost to the families who stayed.

Ronald McDonald House Central Ohio is proud to:

- Operate the world's largest Ronald McDonald House. The Central Ohio House opened 44 years ago with 18 rooms to accommodate guests. Through the decades the House has changed location and expanded to meet the growing needs of families.
- Run two Ronald McDonald House Family Rooms, at OhioHealth Riverside Methodist Hospital and Nationwide Children's Hospital's Big Lots Behavioral Health Pavilion, giving families a place to shower, do laundry, or simply rest, just steps from their child's hospital room. Together the two rooms served 15,456 people in 2025.
- Open a third Family Room in 2027 at Mount Carmel St. Ann's Hospital, extending home-like respite to a growing number of Central Ohio families and continuing a 44-year pattern of expanding to meet demand rather than waiting for it.
- Manage the Ronald McDonald House Care Mobile, a pediatric clinic on wheels that brings primary care, immunizations, and health screenings to underserved communities across Central and Southeastern Ohio.
- Serve families from nearly every Ohio county, 48 states, and dozens of countries each year, a reach that reflects Central Ohio's role as a regional and national referral center for pediatric care.
- Sustain 44 years of community trust through a diversified funding base—individual and corporate giving, McDonald's owner-operator support, special events, and a national vehicle donation program it pioneered on behalf of Ronald McDonald House Global, backed by a balance sheet exceeding \$78 million in net assets.



The Opportunity

Ronald McDonald House Central Ohio seeks a visionary leader to build on more than four decades of extraordinary growth and to advance a mission that is as simple as it is urgent: keeping families close to their hospitalized children when closeness matters most. The incoming CEO will bring a deeply family-centered instinct and a commitment to operational excellence to an organization with wide reach and reputation.

This is a moment of remarkable momentum. A landmark \$42 million capital campaign made this the largest Ronald McDonald House in the world—one that is thoughtfully designed with room for future expansion alongside Nationwide Children's Hospital and other hospital partners. Three Ronald McDonald House Family Rooms and the Care Mobile carry that same welcome beyond the House itself, into partner hospitals and underserved communities across Central and Southeastern Ohio. The next leader will inherit a thriving organization ready for its next chapter.

That chapter is about building the operational and people infrastructure to match the new footprint. The organization is assembling a relatively new leadership team, transitioning to a professional employer organization (PEO) after years of generous human resources support from Nationwide Children's Hospital, and adding capacity to a staff whose "all hands on deck" instinct has carried it through remarkable growth. Each of these is an opportunity: to design roles and systems intentionally, to professionalize the infrastructure behind the mission, and to position the organization for continued growth and long-term sustainability. The incoming CEO also follows a long-tenured, well-regarded leader whose legacy is visible in every room—an inheritance of community trust to honor and to build upon.

The next leader will be an inspiring and persuasive communicator, guiding a talented staff and more than 600 committed volunteers with high emotional intelligence, extraordinary empathy, and evident devotion to the families who walk through the door. The CEO will bring proven experience partnering with nonprofit boards: activating Trustees in shaping vision and strategy and drawing on their networks in support of Ronald McDonald House Central Ohio. They will be a natural collaborator, deepening partnerships with Nationwide Children's Hospital, OhioHealth, Mount Carmel Health System, The Ohio State University Wexner Medical Center, and with the individuals and institutions whose generosity sustains the work.

As lead spokesperson for an organization that depends on philanthropic support, they will bring—or quickly build—a deep understanding of the Central Ohio community and of the business, healthcare, philanthropic, and nonprofit leaders who shape it. They will also benefit from a strong working relationship with the Ronald McDonald House Global office, including onboarding support and a network of peers across the country.

The right executive for this moment is a builder with a servant's heart: someone who has led through growth, who finds real satisfaction in creating durable structure, and who understands that every system they put in place serves a single purpose—so that no family seeking care in Central Ohio has to be apart from their child. In this role, they will lead one of the most visible and most respected organizations in the city.

Key Position Functions

People and Productivity

- Directs development of the annual operating plan in alignment with the strategic plan and presents annual goals to the Board of Trustees.
- Recruits, retains, develops, and inspires a high-performing leadership team, cultivating a culture of mutual respect, open communication, and shared purpose.
- Holds the organization accountable for policies and procedures that are well documented, legally sound, and regularly reviewed.
- Stewards executive relationships with Nationwide Children's Hospital, OhioHealth, Mount Carmel Health System, and The Ohio State University Wexner Medical Center, positioning Ronald McDonald House Central Ohio's programs to grow with partner demand.
- Represents Ronald McDonald House Central Ohio with the Ronald McDonald House Global office, ensuring compliance with network standards and leveraging fundraising, recognition, and peer-learning opportunities.
- Serves as Ronald McDonald House Central Ohio's lead spokesperson and advocate.

Finance, Programs, and Operations

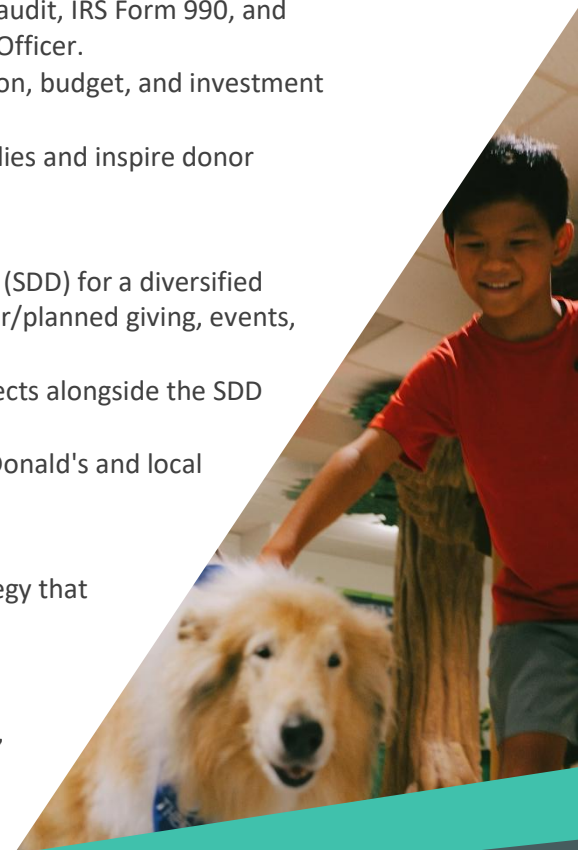
- Assesses organizational performance—operations, programs, and talent—and drives change where needed.
- Establishes operational goals and standards, holding staff accountable for the family experience and for stewardship of Ronald McDonald House Central Ohio's facilities within budget.
- Maintains executive oversight of financial reporting, the annual audit, IRS Form 990, and reporting to funders, partnering closely with the Chief Financial Officer.
- Maintains a clear command of the organization's financial position, budget, and investment strategy.
- Guides the leadership team in shaping programs that serve families and inspire donor confidence.

Fundraising Leadership

- Provides strategic oversight to the Senior Development Director (SDD) for a diversified fundraising and stewardship program spanning annual and major/planned giving, events, and grants.
- Personally engages the organization's leading donors and prospects alongside the SDD to cultivate and secure major gifts.
- Champions a dynamic, mutually beneficial partnership with McDonald's and local McDonald's owner-operators.

Communications, Marketing, and Outreach

- Sets the direction for a clear, measurable communications strategy that advances fundraising, informs stakeholders, and builds public understanding of the mission.
- Represents Ronald McDonald House Central Ohio before civic, business, and philanthropic audiences to build visibility, support, and advocacy.



Board Relations

- Partners with the Board of Trustees as its principal staff liaison on strategic planning, governance, and Board development.
- Engages each Trustee individually to align their expertise with organizational priorities and strengthen Board effectiveness and engagement.
- Works with Board leadership to foster a culture of personal giving and Trustee engagement in fundraising.
- Ensures the Board receives clear, relevant, and decision-ready reporting.
- Ensures Board committees are well-supported by the appropriate members of the leadership team.
- Keeps the Board apprised of matters requiring its action and of issues affecting Ronald McDonald House Central Ohio's programs, personnel, or funders.

Operational Excellence

- Sets the organization's vision, structure, and strategic direction in partnership with the Board, positioning Ronald McDonald House Central Ohio as a national leader serving children and families.
- Provides executive oversight of structure, talent, operations, regulatory affairs, risk management, and facilities, while cultivating a culture of quality, service, and outcomes.
- Ensures the organization operates within the Board-approved budget, with effective financial controls and systems in place.
- Invests in the growth of the leadership team through mentorship and professional development.
- Champions continuous improvement of business systems and processes across the organization.
- Models a commitment to continuous learning and ongoing professional growth.



Qualifications

Competencies and Attributes for Success in the Position

- Mission focused
- Communicates effectively
- Fundraising
- Builds relationships
- Manages complexity
- Builds effective teams
- Ensures accountability
- Organizational savvy
- Instills trust
- Empowers others
- Builds culture
- Balances stakeholders
- Nimble learning
- Financial acumen

Required Qualifications

- Bachelor's degree
- Proven financial management and budgeting experience in an organization or department of a similar size and complexity to Ronald McDonald House Central Ohio
- Exceptional relationship management and fundraising skills; proven experience raising and stewarding significant philanthropic support
- Proven experience working with or serving on boards and an understanding of nonprofit governance
- Successful experience building and managing cross-organizational alliances and partnerships
- Demonstrated ability leading high-performing executive teams
- Commitment to the mission of and families served by Ronald McDonald House Central Ohio and personal values that align with the organization's values

Compensation

Ronald McDonald House Central Ohio is pleased to offer a competitive base compensation, incentive compensation, and benefits package for this role. Projected base compensation is \$250,000–\$300,000, commensurate with experience.

Application Process

Benefactor Group is pleased to be assisting Ronald McDonald House Central Ohio with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please submit an application at this link: <https://bit.ly/RMH-CentralOhioCEOapp>.

To learn more about Ronald McDonald House Central Ohio, please visit: <https://rmhc-centralohio.org/>.

Please do not contact Ronald McDonald House Central Ohio staff or Board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>



450 South Front Street, Columbus, OH 43215

614-437-3000

info@benefactorgroup.com

www.benefactorgroup.com



THE
Giving
Institute™
Shared intelligence.
For the greater good.



Giving
USA™
A public service initiative
of The Giving Institute



NNSC
NETWORK OF NONPROFIT
SEARCH CONSULTANTS

WOMEN
OWNED®
CERTIFIED BY | WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL