



EXECUTIVE DIRECTOR

August 24, 2026

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

For more than four decades, **NCPD** has worked to promote the meaningful participation of persons with disabilities in the life of the Church and society. A national Catholic nonprofit based in Washington, D.C., NCPD serves institutions and people across the country through advocacy, consultation, formation, resources, and national leadership, in both English and Spanish.

NCPD equips the Church to welcome and include persons with disabilities through formation, resources, online courses, convening, technical assistance, and advocacy. Its work encompasses physical, intellectual, emotional and behavioral disabilities and diagnoses. Focused on the lived experience of persons with disabilities as missionary disciples, NCPD works to advance their voices, gifts and leadership within the Church.

Signature programs and resources

- **LAMB**, NCPD's Inclusive Participation Assessment Tool, and the **Catholic Disability Exchange (CDX)**
- A growing library of **online courses** and formation for diocesan and parish leaders
- **Parish Welcome**, sensory-friendly liturgies, and catechetical and sacramental resources
- **Built of Living Stones** accessibility and architecture guidance, and a **Disability Ministry Mentorship Initiative**
- A national **affiliate network** of dioceses organized by USCCB region, and a **Find a Diocesan Director** directory
- **Ethics and public policy** leadership, including prenatal and postnatal support and end-of-life issues

NCPD's committees, including those focused on intellectual and developmental disabilities, bring lived experience and expertise directly into its work.

At a glance

Organization	National Catholic Partnership on Disability (NCPD), a 501(c)(3) nonprofit
Founded	More than four decades of national Catholic disability ministry
Headquarters	415 Michigan Avenue, N.E., Suite 95, Washington, D.C. 20017
Position location	Washington, D.C. office; remote applicants may be considered
Reports to	NCPD governing board
Reach	Dioceses, parishes, families, schools, and partners nationwide, in English and Spanish
Website	www.ncpd.org



This Moment

NCPD has grown in reach, reputation, and impact, and it now looks to its next leader to build on that momentum. The organization anticipates welcoming its next Executive Director ahead of a planned leadership transition on December 11, 2026, and seeks a leader who can steward what has been built while charting an ambitious and sustainable path forward.

Leading fundraising and development is central to this role. NCPD is committed to broadening and diversifying its funding portfolio and building a more sustainable model that will support its ministries for the long term, strengthening existing grant and partner relationships while growing individual giving, major gifts, foundation support, and diocesan partnerships. The next Executive Director will define and execute that strategy in close partnership with the Board and staff.

NCPD's mission calls for a leader who can build trusted relationships across Catholic institutions and disability communities, support strong governance and staff leadership, advance fundraising and external partnerships, and represent NCPD with credibility in national Catholic and disability ministry settings. This is a chance to shape the future of a mission that matters deeply, and to lead it into its next chapter.

NCPD is also at a pivotal strategic moment. Under a newly shaped strategic direction, NCPD is exploring alternative organizational models. The goal is clear: to establish NCPD as the preeminent and widely known national resource for Catholic disability ministry in the United States. NCPD seeks a leader who is energized by organizational change and is eager to bring it to life.

The Role

The Executive Director is NCPD's chief executive and principal mission leader. The role calls for an executive who can integrate Catholic mission leadership, disability-ministry credibility, organizational management, fundraising, financial stewardship, board partnership, national representation, and relationship-building.

Working in close partnership with the Board, staff, self-advocates, families, diocesan and parish leaders, funders, donors, and national partners, the Executive Director is accountable for NCPD's strategic direction, operational effectiveness, financial sustainability, organizational culture, public credibility, and long-term impact.

Key Areas of Leadership

- **Catholic mission and ecclesial leadership.** Serve as a visible, credible, and faithful Catholic leader, ensuring NCPD's priorities and public witness reflect its mission and remain consistent with Catholic teaching, and cultivating trusted relationships with bishops, the USCCB, dioceses, parishes, clergy, and Catholic partners.
- **Disability ministry, accessibility, and lived experience.** Center the voices, gifts, and leadership of persons with disabilities; demonstrate substantive knowledge of disability ministry, accessibility, and family engagement; and ensure NCPD's operations, events, and communications are accessible and welcoming.
- **Fundraising, development, and sustainability.** Serve as a principal development leader and ambassador, personally cultivating and stewarding donors and funders, diversifying revenue, and engaging the Board as partners in mission advancement.
- **Board partnership and strategy.** Partner with the Board to develop and execute the strategic plan, translate strategy into measurable priorities, and support strong, clear governance.
- **Organizational and financial leadership.** Lead day-to-day operations and a healthy, mission-centered culture; recruit and develop staff; and ensure sound budgeting, financial stewardship, and compliance.
- **Communications, advocacy, and national representation.** Serve as NCPD's principal spokesperson, strengthen its national visibility and thought leadership, and advance its mission-consistent advocacy priorities.
- **Association and membership leadership.** Build, grow, and sustain a national membership community, strengthening the diocesan and affiliate program and

expanding participation among ministers, parishes, dioceses, religious communities, and partner organizations.

- **Standards, credentialing, and professional development.** Guide the development of ministry standards grounded in Catholic teaching, and grow certification, continuing education, conferences, and shared resources, including the Catholic Disability Exchange (CDX), that serve members.
- **National convening and collaboration.** Serve as the hub that connects and supports the field, collaborate closely with other disability organizations, and partner actively with an engaged, hands-on working Board.

First-Year Priorities

The Board will set specific goals with the new Executive Director. Early priorities are expected to include:

- A structured listening and organizational assessment with the Board, staff, persons with disabilities, families, diocesan partners, councils, donors, and funders.
- Confirming strategic priorities, governance roles, staff structure, financial outlook, and the Executive Director's fundraising mandate.
- Protecting and strengthening key grants, donor relationships, and Church partnerships, and building a credible, diversified fundraising pipeline.
- Assessing the accessibility, relevance, and impact of NCPD's programs, communications, and resources.

The Ideal Candidate

NCPD seeks a leader whose faith, experience, and heart for this mission come together in service to the Church and to persons with disabilities. Because disability ministry and long-term sustainability are central to NCPD's mission, meaningful experience with persons with disabilities and demonstrated fundraising leadership are treated as core qualifications for this role. The strongest candidates will bring many of the following.

Required Qualifications

- A practicing Roman Catholic in full communion with the Church, committed to its teachings and able to represent a national Catholic ministry credibly.
- Demonstrated senior leadership experience in a nonprofit, Catholic ministry, association, foundation, human-services, advocacy, or comparably complex mission-driven setting.
- Substantive experience with disability ministry, disability services, accessibility, advocacy, self-advocacy, or family engagement. Relevant lived experience may be considered alongside professional experience.
- A record of organizational leadership, staff supervision, strategic planning, financial management, and Board partnership.
- Demonstrated fundraising leadership, including direct donor engagement and responsibility for revenue generation, stewardship, or diversification.
- Excellent written, verbal, interpersonal, public-speaking, facilitation, and consensus-building skills.
- The ability to navigate complex relationships with humility, discretion, sound judgment, integrity, and pastoral sensitivity.
- A leader with national or broad organizational experience, comfortable representing and growing a national organization, rather than a single-diocese role.
- Highly collaborative, able to build partnerships with other disability organizations and to work closely with an engaged, hands-on Board.
- Energized by NCPD's strategic direction and eager to implement the Ministerial Association model, rather than to design a different one.

Preferred Qualifications

- Experience leading a small national nonprofit, membership organization, apostolate, disability organization, Catholic Charities agency, or foundation.
- Experience working with bishops, dioceses, parishes, the USCCB, or national Catholic organizations.
- Experience with major gifts, foundation relations, grants, planned giving, Board-led fundraising, or institutional partnerships.

- Experience leading a remote or geographically distributed team.
- A graduate degree in a relevant field such as theology, ministry, nonprofit management, business, public administration, social services, education, or law. Equivalent experience may substitute.
- Spanish-language proficiency or demonstrated ability to serve culturally and linguistically diverse Catholic communities.
- Experience building or growing a membership or professional association, credentialing or certification programs, or continuing education offerings.

A Word on Mission and Inclusion

This position is a ministry in service to the Church's evangelizing mission. NCPD values the gifts, dignity, leadership, and participation of persons with disabilities, and qualified candidates with disabilities are warmly encouraged to apply. Reasonable accommodations will be provided throughout the search and hiring process and in the performance of the role.

Travel: Approximately 20 to 30 percent national travel, primarily to cultivate donors and attend events, with occasional evenings and weekends.

Location: This position is based in Washington, D.C. at NCPD's office. Remote applicants may be considered.

Salary: \$110,000 to \$140,000, commensurate with background and experience, plus a comprehensive benefit program (details furnished to finalist candidates).

Compensation for an exceptional, highly credentialed leader will be considered accordingly.

NCPD welcomes all strongly qualified candidates to apply, including those whose experience or compensation expectations may exceed this range.

Application Deadline: September 30, 2026

(We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Marie Keith

Vice President, Education

Catholic Recruiter Associates

Marie@CatholicRecruiter.com

Note: Only those selected for an interview with the search committee will be contacted.

This position serves a vital religious function that supports the mission and beliefs of the Roman Catholic Church.

Search managed by:

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING

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