



Chief Executive Officer Leadership Profile and
PROSPECTUS

NATIONAL ASSOCIATION OF THE DEAF



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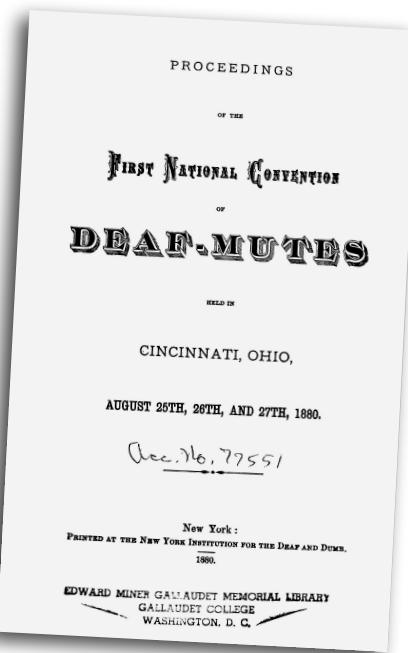


WHO WE ARE

A LEGACY OF COURAGE, COMMUNITY, AND CHANGE

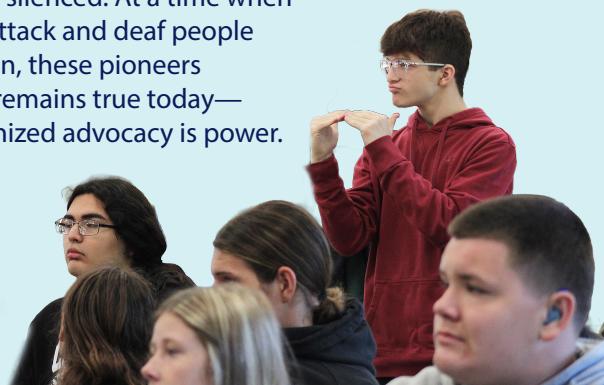
For more than 145 years, the National Association of the Deaf (NAD) has stood as far more than an organization—it is the beating heart of the deaf and hard of hearing community in the United States.

Established in 1880, the NAD is the nation's premier civil rights organization of, by, and for deaf and hard of hearing individuals, and proudly holds the distinction of being the oldest civil rights organization in the country.



A Movement Born from Determination

When deaf leaders gathered for the first national convention on August 25, 1880, they created something revolutionary: a unified, collective presence that could not be silenced. At a time when sign language was under attack and deaf people faced systematic oppression, these pioneers embraced a principle that remains true today—unity is strength, and organized advocacy is power.





More Than History— A Living Movement

Today, the NAD represents a vibrant national community. Individual members and organizational affiliates across the country look to the NAD as their partner, champion, and national voice. When a deaf child faces language deprivation, when a deaf senior struggles to access care or when a deaf professional experiences workplace discrimination, the NAD is there—educating, advocating, and litigating for justice.

When the NAD takes action in congressional hearings or pursues landmark litigation, it carries the collective power of hundreds of thousands of deaf and hard of hearing Americans.

American Sign Language OUR FOUNDATION

At the heart of the NAD is a deep commitment to American Sign Language. Since its earliest days, the NAD has worked to promote and protect ASL as a fully recognized language and as the essential foundation for education. This isn't just a policy position—it reflects lived experience, cultural heritage, and a shared sense of identity. ASL is the backbone of American Deaf culture, and that belief guides everything the NAD does.



CHANGING LAWS, CHANGING LIVES



The impact of the NAD is measured not only in its long history but in the lives changed today and the barriers removed for tomorrow. Throughout its 145-year history, the NAD has led efforts to secure landmark civil rights protections and continues to win victories that demonstrate the power of strategic advocacy and unwavering commitment.

HISTORIC LEGISLATIVE ACHIEVEMENTS

The NAD has been instrumental in advancing or securing major federal civil rights laws that have transformed the lives of millions:

Rehabilitation Act of 1973 - Established Section 504, prohibiting discrimination based on disability in programs receiving federal funding.

Individuals with Disabilities Education Act (IDEA) - Ensured free appropriate public education for children with disabilities

Americans with Disabilities Act (ADA) of 1990 - Prohibited discrimination and ensured equal access across public life.

Television Decoder Circuitry Act - Required closed captioning capability in televisions.

Telecommunications Act (Accessibility Provisions) - Ensured accessible telecommunications services and equipment.

Twenty-First Century Communications and Video Accessibility Act (CVAA) - Modernized accessibility in digital and streaming environments.

RECENT LANDMARK VICTORIES

LANDMARK SUPREME COURT VICTORY

Fry v. Napoleon Community Schools

NAD-supported litigation helped establish that families may pursue disability discrimination claims in court without first exhausting administrative procedures—expanding access to justice for deaf children nationwide.

Miguel Perez v. Sturgis Public Schools

In this groundbreaking case, the NAD fought alongside a deaf student denied language access and education. The resulting settlement affirmed his rights and underscored the national urgency of educational equity.

Netflix Captioning Victory

Through strategic litigation and advocacy, the NAD secured comprehensive captioning commitments from Netflix, setting national standards for streaming accessibility ensuring that deaf viewers have equal access to entertainment and educational content.

American Sign Language Recognition and Advancement

The NAD has led successful campaigns for ASL recognition in education and employment, working with states to establish ASL as a legitimate language for academic credit and professional qualifications.

White House ASL Interpreter Access

Successful NAD advocacy resulted in consistent, qualified ASL interpretation at White House briefings and major national announcements—critical during emergencies and national crises.

Emergency Communication Access

The NAD has advanced visual and accessible emergency alert systems, ensuring deaf and hard of hearing individuals receive life-saving information without delay.

These victories represent more than policy changes—they represent dignity affirmed, opportunities created, and lives transformed. The NAD continues to collaborate with partners nationwide to advance equality and carry out its mission.



MISSION

The mission of the NAD is to promote, protect, and preserve the civil, human, and linguistic rights of deaf and hard of hearing individuals in the United States and its territories.

VISION

The NAD envisions a world where the American deaf and hard of hearing community is fully integrated into the fabric of society, with equal access, opportunities, and protections under the law.

VALUES

The NAD embraces core, legal, and community values, as follows:

LEGAL VALUES

Civil Rights.

We believe in equality, dignity, and justice for all deaf and hard of hearing Americans.

Human Rights.

We believe that acquisition and use of American Sign Language is an essential human right.

Linguistic Rights.

We believe that American Sign Language must be preserved, protected, and promoted.

CORE VALUES

Language.

We value the acquisition, usage, and preservation of American Sign Language.

Culture.

We value the right of deaf and hard of hearing Americans to share similar beliefs, sense of belonging, and experiences as a signing community.

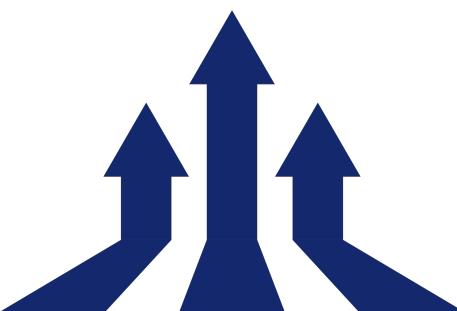
COMMUNITY VALUES

Diversity.

We value deaf and hard of hearing Americans with diverse perspectives, experiences, and abilities. We are committed to the elimination of audism, linguicism, racism, and other forms of discrimination.

People.

We value advocates and allies as the builders of the American deaf and hard of hearing community.



The NAD Broadcaster

Volume 9, Number 10

The National Association of the Deaf, 814 Thayer Avenue, Silver Spring, Maryland 20910

October, 1987

A Deaf President? Yes, Deafinitely!

By Gary W. Olsen

Are we ready for a deaf president for Gallaudet University? Yes! Are there currently qualified deaf candidates? Absolutely, there are! Is Gallaudet ready for a deaf president?



Tower Clock at Gallaudet

Obviously, the appointment of a deaf person to head a University devoted for more than a century to educating deaf individuals is long overdue!

So, where do we go from here? First and foremost, we want to see Gallaudet University maintain its

Brand New Decoder for Less Than \$100 Coming Soon

Washington, DC—The National Association of the Deaf and Captioning Concepts, Incorporated (CCI) co-sponsored a demonstration of the newest closed captioning technology at the Rayburn House Office Building on November 11, 1987.

Considerable attention was given to the efficiency and accuracy of the Digital Captioning System, which

is on the market today.

Another exciting development was the introduction of the CaptionViewer I decoder. This decoder, which weighs less than three pounds and is expected to sell for under \$100, will cost less than half of the federally subsidized decoder currently on the market. The unit will also feature color captions for greater identification,

in four to six months.

The NAD, the nation's oldest and largest consumer organization of disabled persons, co-sponsored the event out of a desire to keep deaf and hearing impaired consumers informed and aware of new developments in closed captioning. According to NAD Executive Director, Gary W. Olsen, "We are excited to introduce

"WHEN WE LOSE THE RIGHT TO BE DIFFERENT,
WE LOSE THE RIGHT TO BE FREE."

Dr. Robert G. Sanderson 1920-2012

credibility as an honored and respected institution of learning for the deaf communities of America and the world over as well. Gallaudet's heritage is long and proud. Gallaudet's achievements

are impressive and inspiring. That must continue.

Gallaudet University was founded through a partnership of Laurent Clerc, an outstanding deaf educator and leader, and Thomas H. Gallaudet back

in 1864 amidst the throes of the Civil War. Why? Obviously because, even in a time of great tension in our nation, honorable men like the great emancipator, President Abraham Lincoln, among others, believed that deaf people have the same rights as all Americans. As Thomas Jefferson so aptly put it in the Declaration of Independence, "We hold these truths to be self-evident, that all men are created equal, and are endowed by their Creator with certain inalienable rights, among which are life, liberty and the pursuit of happiness." Deaf people too must be free and equal and allowed to pursue whatever they are able to achieve, to make contributions to mankind, and to determine their own destinies!

The NAD firmly believes in this same premise and it is the foundation upon which the NAD is built. President McGregor expounded "We have interests peculiar to ourselves which can best be taken care of by ourselves." Along with the NAD, Gallaudet is a great institution that for generations most of us have and still look up to as our torch of hope for the future of deaf people and the hope for generations to come.

From a humanistic perspective, there is, as indicated elsewhere in this issue, an excellent pool of highly qualified deaf candidates. And there are no

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An Opinion...

A Deaf President for Gallaudet It's Time, Isn't It?

By Dr. Alan B. Crammatte, '32

Alan B. Crammatte is a retired Gallaudet faculty member, former GUAA Board member and the 1982 recipient of the Powrie V. Doctor Chair of Deaf Studies. His latest book, *Meeting the Challenge*, which deals with hearing-impaired professionals in the workplace, was published this year by Gallaudet Press. ABC holds an honorary doctorate on a subject that is on the minds of many Gallaudet alumni. This article is reprinted with permission from the November-December, 1987 Gallaudet Alumni Newsletter.

"Many Deaf people hold responsible scholarly and administrative posts on campus; it is widely agreed that the next college president will be deaf." So said Beryl Benderly in the *Washingtonian* magazine in 1978.

In the years since then, there have been two new presidents (both hearing) of Gallaudet College (University now) and the trustees are now searching for a third one.

Isn't it about time that truly serious consideration be given to a deaf person as president of this educational institution for deaf students?

In the past, policy-making positions were denied deaf candidates on the grounds that they did not have the proper academic qualifications. Gallaudet alumni acted to remedy that lack by creating the Graduate Fellowship Fund, which has assisted dozens of deaf doctoral students in achieving their degrees. There are well over 100 deaf persons with terminal degrees now as compared to less than a handful in 1968 when the

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Special Gallaudet Coverage

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1920-2012

Editor... A reminder
of the past and on each front page of all
issues of the paper is a reminder to the reader to
keep in mind the past and the future of the
deaf community.



Governance Structure

Governance at the NAD brings together both board leadership and community representation to ensure transparency, accountability, and strong alignment with the needs of the Deaf community.

Board of Directors

The Board serves as the policy-making body and governing authority for the organization, consisting of four officers (President, Vice President, Secretary, and Treasurer), eight regional representatives (two from each of the four national regions), two member-based organizational affiliate representatives, and up to two appointed members (optional). The Chief Executive Officer serves as an ex officio, non-voting member of the Board. Quarterly Board meetings guide the organization's strategic direction and ensure accountability.

Council of Representatives

Every two years, delegates from eligible organizational affiliates convene at the biennial NAD national conference to carry out the organization's democratic governance. Beginning this summer, the Board and the CEO will jointly launch a new strategic planning process at the Council of Representatives, shaping the organization's long-term direction. This forum enables community representatives to assess progress, offer input, and guide the organization's next chapter. The biennial conference remains the heart of the organization's participatory governance—ensuring decisions reflect the lived experiences of the community it serves.



BOARD OF DIRECTORS

Board of Directors are elected every two years. The present term is 2024-2026.

Stephanie Hakulin
President

Chris Estrin
Vice President

Milmaglyn Morales
Secretary

Jimmy Peterson
Treasurer

Member-Based Affiliate ORGANIZATIONAL REPRESENTATIVES

Dawnmarie Caggiano
2022-2026

Tyese Wright
2024-2028

REGIONAL REPRESENTATIVES (Two per Region)

REGION IV

Board Members

Laura Kim
2022-2026

Joseph "JoJo" Lopez III
2024-2028

REGION II

Board Members

Kevin Ryan
2022-2026

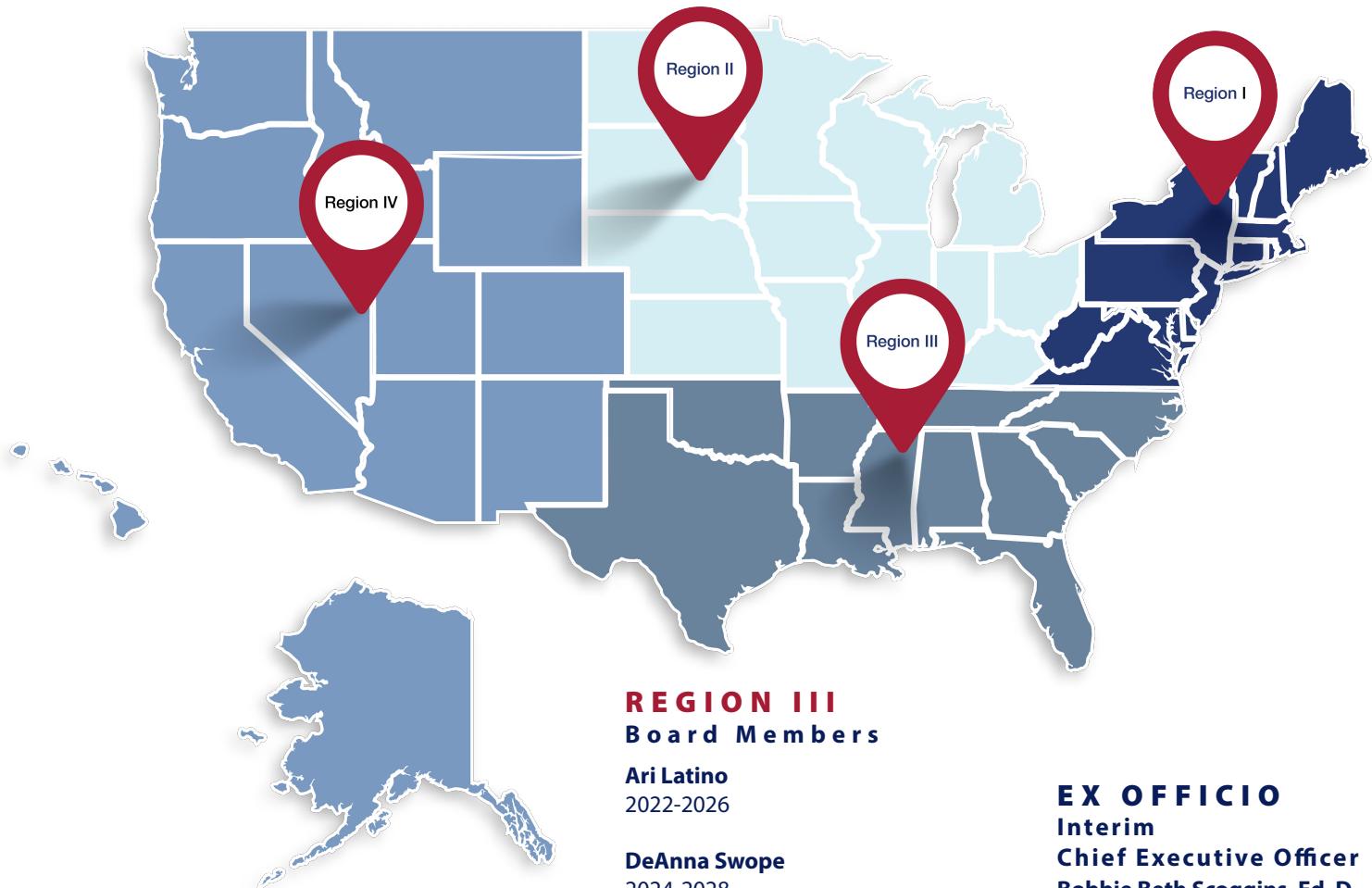
Katy Hagmeyer
2024-2028

REGION I

Board Members

Nicholas Lalanne
2022-2026

Jacob Leffler
2024-2028



The Board meets quarterly and represents diverse geographic regions and perspectives from across the United States, ensuring strong connection to organizational affiliates and individual members nationwide.

Organizational Structure

WORKFORCE

The NAD operates with a flexible, primarily remote workforce model that enables the organization to carry out its programmatic objectives while maintaining operational efficiency. The organization's structure reflects its commitment to its mission through specialized teams focused on law and advocacy, public policy, finance, youth, and operations. The NAD also manages separately the federal Described and Captioned Media Program under cooperative agreement with the U.S. Department of Education.

HEADQUARTERS

National Association of the Deaf
8630 Fenton Street, Suite 202
Silver Spring, MD 20910

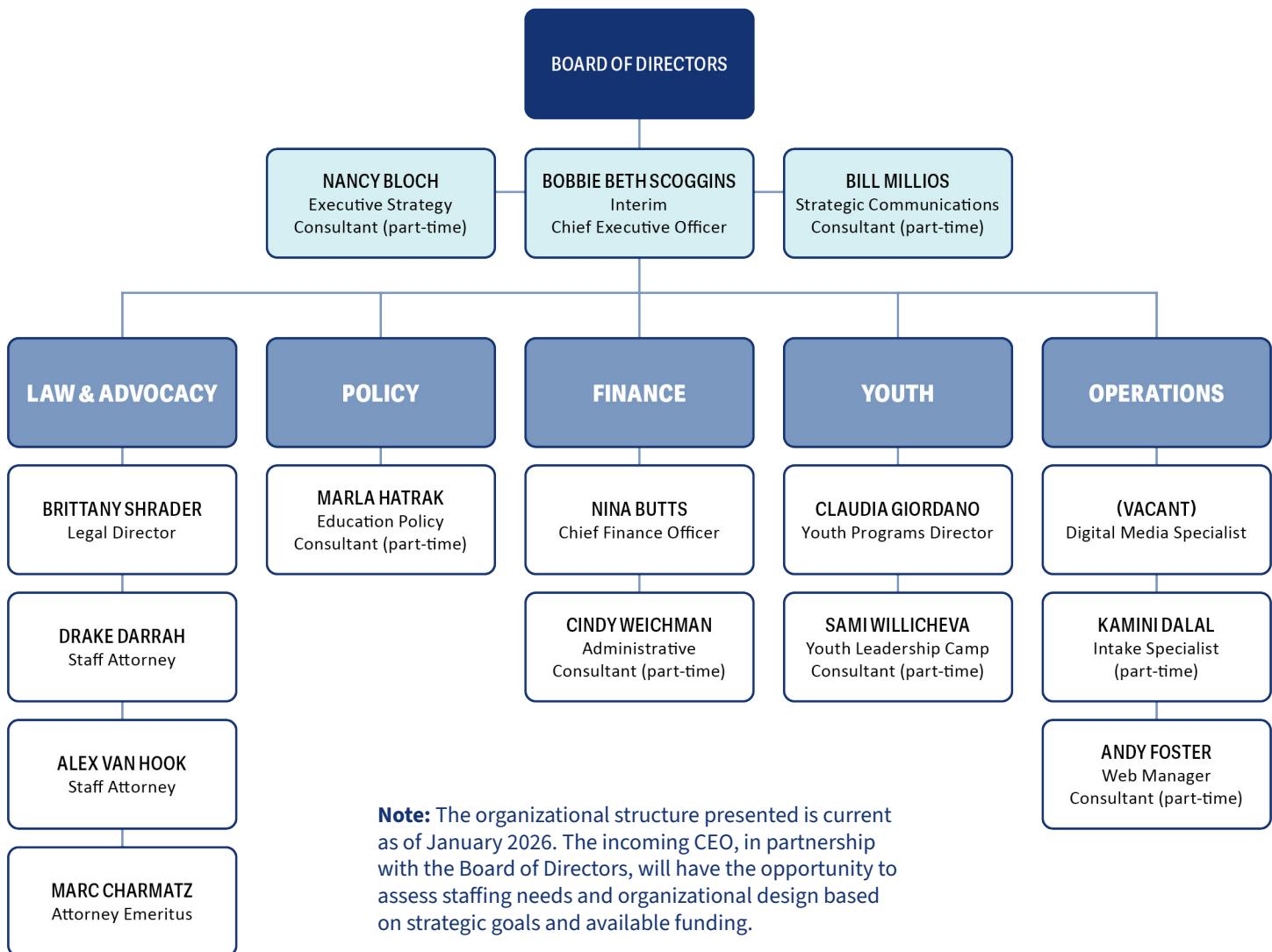
BUDGET OVERVIEW

With an annual operating budget of approximately \$2 million, the National Association of the Deaf sustains the core functions essential to its mission and national reach. This figure excludes the NAD-managed federal Described and Captioned Media Program (DCMP). The organization maintains responsible financial management to support long-term sustainability, protect its assets, and ensure continued program impact.

The CEO serves as an active, hands-on partner in all aspects of fiscal oversight, working closely with the Finance Committee and its Budget and Investment Subcommittees. This includes monitoring and managing organizational assets, guiding investment strategies, ensuring responsible stewardship of all financial resources, and aligning budget decisions with strategic priorities and mission-driven goals.

LEGAL STATUS

The NAD is a tax-exempt nonprofit organization under Section 501(c)(3) of the Internal Revenue Code, supported by individual and organizational donors, corporations, foundations, and membership participation.



Key Focus Areas



Civil Rights & Legal Advocacy

The NAD protects the civil, human, and linguistic rights of deaf and hard of hearing people across the United States through legal advocacy, education, and litigation. We confront discrimination in schools, workplaces, healthcare, and public life, working to uphold laws like the Americans with Disabilities Act (ADA) and Section 504.

Public Policy & Government Affairs

The NAD drives change at every level through a strong national advocacy agenda. The NAD advocates for policies that support the rights and needs of our community at the federal level, pushing for access in communication, education, employment, healthcare, technology, and full civic participation. Our policy work is strengthened by active participation in national coalitions and partnerships.

Language Access & Education

Education begins with access to language. The NAD advocates for early exposure to American Sign Language (ASL), equitable educational opportunities, and systems that respect deaf learners. We support families and educators to ensure children have the tools they need to succeed academically, socially, and emotionally without language deprivation.

Technology & Accessibility

The NAD fights for access to media, emergency systems, streaming platforms, sporting events, and areas of daily life where exclusion still happens. By working with communities, organizations, and government agencies, we push to make sure innovations like artificial intelligence are built with accessibility in mind.

Youth Leadership & Empowerment

Through our flagship programs—Junior NAD and Youth Leadership Camp—and associated national youth initiatives, we provide life-changing opportunities for leadership development, mentorship, and community-building, empowering the next generation of leaders.

National Stakeholder Events

Through biennial national conferences, leadership training initiatives, and other stakeholder gatherings, we create opportunities for advocacy, professional development, cultural celebration, and collective action that strengthen identity, connection, and leadership across generations.

Grant Management

The NAD administers the federally funded Described and Captioned Media Program (DCMP), which provides thousands of high-quality captioned and described educational videos for K-12 students who are deaf, hard of hearing, blind, or visually impaired, ensuring accessible learning materials are available nationwide.





Nothing About Us, Without Us

Strength Through Representation

Federation Structure

The NAD leads national efforts for access, rights, and justice—powered by a broad federation of organizational affiliates (state associations, nonprofit organizations, for-profit companies, and government agencies), and individual members. The NAD drives change at the federal level and collaborates with its affiliates to advance advocacy across national, state, and local arenas.

United by shared mission, vision, and values, this federation structure enables the NAD to respond quickly to emerging issues, share resources effectively, and advocate for our collective community nationwide.

Each part of the federation plays a vital role. The NAD sets national goals and priorities. State associations focus on regional and local issues. Organizational affiliates represent the interests of their specific constituencies. Every two years, representatives from across the federation gather at the biennial NAD national conference to shape both short- and long-term

strategic goals, discuss key issues, review bylaws, and vote on policies, resolutions, and leadership — core functions of member-driven nonprofit governance.

This federation structure ensures that the work of the NAD is led by the people it serves, demonstrating its commitment to shared leadership, community accountability, and the principle of “Nothing About Us, Without Us”.

International Partnership

The NAD serves as the official U.S. affiliate to the World Federation of the Deaf (WFD), an international human rights organization. This partnership connects the U.S. community to a global network dedicated to human rights, linguistic equality, and the preservation and promotion of sign languages worldwide. Through this international collaboration, the NAD contributes to global advocacy efforts, shares the expertise and perspectives of the American Deaf community, and engages in initiatives that advance the rights and well-being of Deaf people around the world.

The Work Ahead

Our movement has achieved meaningful progress, yet significant challenges still confront our community: language deprivation among deaf children, isolation of seniors without communication access, workplace discrimination, barriers in healthcare, and exclusion from emergency information. Too many obstacles remain—obstacles that should have been dismantled long ago. But challenges are not destiny. Every barrier exists only until we organize, advocate, and remove it. The work is demanding and constant—but also sacred. It is about human dignity, children's futures, elders' respect, and equality under the law.

This is why the NAD matters. This is why members and organizational affiliates remain committed to this mission. And this is why the next CEO will lead not only an organization, but a movement.



POSITION OVERVIEW

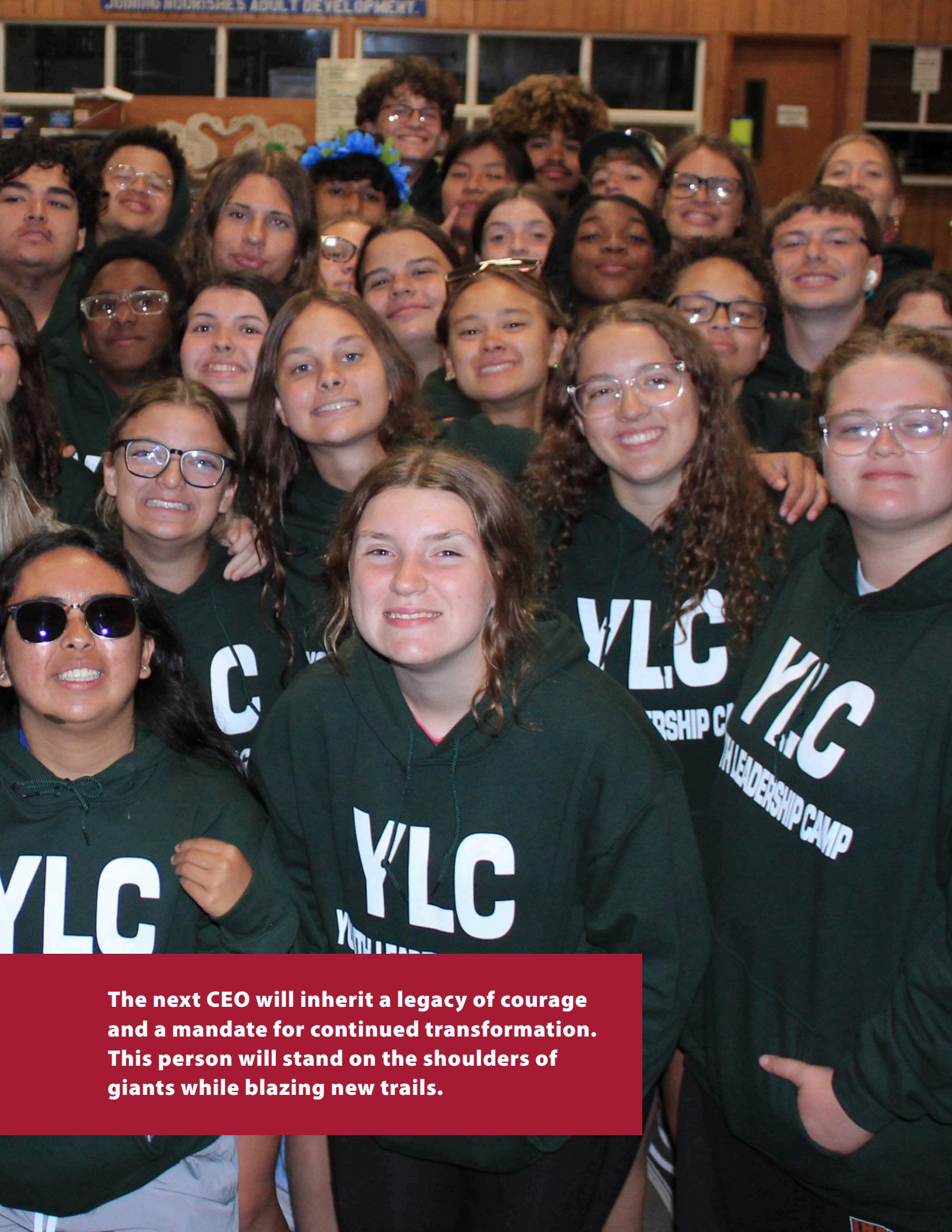
LEADING A MOVEMENT, NOT JUST AN ORGANIZATION

The Chief Executive Officer will provide visionary leadership and strategic direction for the NAD, ensuring the organization effectively advocates for the rights of the deaf and hard of hearing community. But this role is about more than management—it is about leading a movement that has shaped American civil rights history for 145 years and will continue shaping it for generations to come.

Working collaboratively with the Board of Directors, staff, and stakeholders—particularly the passionate state associations and organizational affiliates who form the federation's foundation—the CEO will advance the NAD mission while strengthening its position as the leading voice for deaf and hard of hearing Americans. This role requires a dynamic leader who can navigate complex policy landscapes, build coalitions, drive meaningful change, and inspire a national community that has never stopped fighting for justice.

The next CEO will inherit a legacy of courage and a mandate for continued transformation. The CEO will stand on the shoulders of giants while blazing new trails. This leader will honor the past while boldly shaping the future—balancing respect for tradition with a commitment to innovation. Most importantly, the CEO will understand that this role serves not just an organization, but every deaf child who deserves full language access, every deaf senior who deserves dignity in aging, every deaf professional who deserves access and opportunity, and every state association working tirelessly in communities across America.





The next CEO will inherit a legacy of courage and a mandate for continued transformation. This person will stand on the shoulders of giants while blazing new trails.



VISIONARY COMMUNICATOR & COMMUNITY BRIDGE-BUILDER

The CEO is an exceptional communicator who articulates the NAD mission, vision, and values in compelling ways that resonate across the diverse Deaf community—from grassroots advocates to academic leaders, from multigenerational Deaf families to those who discovered Deaf community later in life. This leader brings a comprehensive understanding of the Deaf culture, history, values, and contemporary community dynamics, ensuring every constituent can clearly see how NAD serves their interests and advances their goals. A natural connector who thrives in public engagement, this leader draws people toward the NAD vision through authentic relationship-building at town halls, regional meetings, community events, affiliate gatherings, and through strategic social media engagement.

The CEO engages with the community as partners in dialogue, creating inclusive spaces where diverse perspectives are genuinely welcomed, valued, and integrated into organizational decision-making. This leader

actively participates in the community and intersectional spaces—not as a checklist exercise but with genuine commitment to building meaningful, sustained relationships within Black Deaf, Indigenous Deaf, Latinx Deaf, Asian and Pacific Islander Deaf, and other marginalized communities. While serving as an exemplary role model, this leader demonstrates diplomacy on partisan political issues while remaining unwaveringly focused on civil rights advocacy that unites the community.

Recognizing the essential work of rebuilding community trust, this leader brings refreshing transparency, candor about organizational challenges, accountability for past missteps, and unwavering consistency in following through on commitments. Through sustained, genuine engagement and tangible demonstration of organizational priorities, the NAD evolves to an organization that is universally recognized as an indispensable, trusted partner throughout the United States and its territories.



ACCOMPLISHED FUNDRAISER & FINANCIAL STEWARD

The CEO brings distinguished nonprofit leadership experience coupled with sophisticated financial acumen and a proven track record of fundraising excellence. This leader approaches resource development with enthusiasm, recognizing fundraising as an opportunity to cultivate meaningful relationships while securing resources that advance the community's interests. The CEO demonstrates mastery in leveraging philanthropy as a distinct revenue stream from membership dues and employ compelling narrative strategies to attract diverse supporters—including intentional cultivation of allies beyond the Deaf community. With deep expertise in grant strategy, the CEO recognizes that diversified foundation, government, and private funding enables the NAD to expand its impact far beyond litigation, creating valuable resources and capacity-building support for state associations and organizational affiliates.

This financially astute leader communicates complex fiscal matters with clarity to the Board of Directors, collaborates strategically with the Chief Financial Officer, and maintains rigorous budget discipline while positioning the organization for sustainable growth. Guided by data-informed decision-making and sound judgment in resource allocation, the CEO ensures that every investment yields meaningful community impact without overextending organizational capacity. Through exemplary financial stewardship, the NAD builds the institutional strength to expand program offerings, maintain appropriate staffing levels, and provide enhanced technical assistance to state associations advancing access and equity in their regions.



NAD LEADER PROFILE



INCLUSIVE ORGANIZATIONAL DEVELOPER & YOUTH CHAMPION

The CEO cultivates a collaborative, cohesive organizational culture that honors the contributions of every team member, Board member, volunteer, and community partner. This leader demonstrates exceptional delegation and organizational management skills while maintaining genuine accessibility and transparent communication throughout the organization. This means establishment of robust internal systems that enable staff to focus on mission-critical work and ensure staff feel empowered to contribute ideas directly to executive leadership. The CEO deeply appreciates those who volunteer their time and work as delegates, recognizing that these community leaders are essential to the organization's foundation. This adept team builder works effectively with diverse Board compositions, leveraging each member's unique expertise, building the Board's capabilities as a group, while maintaining appropriate boundaries between governance and operations and ensuring continuity across leadership transitions.

Understanding that organization's vitality depends on engaging emerging generations, this forward-thinking leader prioritizes comprehensive youth leadership development and mentorship. The CEO makes intentional investments in programs including Junior NAD,

the National Leadership Training Conference, and collegiate partnerships that sustain long-term engagement. The CEO develops innovative strategies to reach Deaf and hard of hearing youth across all educational environments—from specialized schools to mainstream settings—creating accessible pathways to leadership from early childhood through young adulthood.

This inclusive leader champions diversity across all dimensions—educational backgrounds, communication modalities, ages, races, intersecting identities, and life experiences. The CEO recognizes that diverse pathways, including experiential learning, bring invaluable perspectives alongside education. Building authentic connections throughout the community's rich spectrum, the CEO advances intersectional approaches ensuring that the NAD genuinely reflects and serves the vibrant diversity of BIPOC, DeafBlind, and Deaf Disabled communities, and all other constituencies. This leader avoids tokenism and truly immerses in these communities with sustained engagement. Under the CEO's leadership, volunteerism flourishes, membership expands, and every community member experiences genuine belonging and empowerment.



NAD LEADER PROFILE

SYSTEMS ADVOCATE & ASTUTE MOVEMENT LEADER

A black and white photograph of three individuals with their hands raised in a gesture of protest or advocacy. On the left, a woman with glasses and a tattoo on her arm is smiling. In the center, another woman with glasses and a tattoo is also smiling. On the right, a man with a beard and glasses looks towards the camera. They are in what appears to be a formal setting with ornate ceiling moldings.

The CEO serves as a sophisticated advocate for civil rights across local, state, and federal jurisdictions, bringing comprehensive knowledge of the disability rights jurisprudence, educational equity law, and emergent policy issues. This politically astute leader operates with genuine bipartisan effectiveness, building productive relationships with decision-makers—including judiciary members, Congressional representatives, federal agency leadership, and state legislators—while steadfastly maintaining a nonpartisan commitment to civil rights advancement. The CEO develops powerful coalitions with disability rights organizations and allied partners, positioning the NAD as an authoritative and collaborative voice in the broader disability advocacy ecosystem. With refined negotiation, mediation, and conflict resolution capabilities, this leader navigates intricate constituent dynamics with sophistication, maintains composure under public scrutiny, and responds thoughtfully and swiftly to emerging community concerns. The CEO is unafraid to challenge the status quo when necessary, balancing respect for the NAD legacy with courage to lead transformative change.

This strategic visionary anticipates and addresses rapidly evolving challenges: artificial intelligence, innovation in accessibility, genetic intervention technologies and protection of Deaf culture and identity, language acquisition and educational access, cochlear implants impact on the community, interpreter workforce dynamics, VRS and VRI evolution, digital accessibility imperatives, and emerging issues affecting immigrant Deaf

communities. The CEO positions the NAD at the forefront of advocacy for systemic change where accessibility becomes standard practice. The CEO demonstrates deep analytical skills to assess program effectiveness and redefine deaf and hard of hearing rights based on current realities and community priorities.

This movement-oriented leader honors the democratic process by which NAD strategies are established by its federation of organizational affiliates, taking seriously the goals developed and ensuring these receive consistent national-level attention, resources, and implementation support. The CEO inspires broad-based advocacy engagement, addressing critical organizational challenges including state association membership revitalization, volunteer mobilization, relationship restoration with historically marginalized community segments, and connection-building between Deaf adults and families. The CEO develops comprehensive strategic frameworks with measurable objectives, maintains transparent communication regarding achievements and challenges, and creates accountability structures demonstrating commitment to organizational commitments. Through the CEO's visionary leadership, the NAD fulfills its distinctive mandate as the preeminent national organization ensuring governmental accountability on issues affecting Deaf Americans and establishes itself as the essential, trusted partner for advocacy excellence and connection to a dynamic, empowered movement.

Strategic Leadership and Organizational Management

- Collaborate with the Board of Directors to develop and implement strategic plans that advance NAD's mission and vision
- Ensure organizational effectiveness through strong governance structure, policies, and procedures
- Lead the development and execution of innovative programs and services aligned with the organization's seven focus areas
- Foster a culture of excellence, inclusion, and continuous improvement
- Oversee day-to-day operations and ensure efficient resource allocation

Advocacy and Policy Leadership

- Spearhead national advocacy efforts to protect and advance the rights of deaf and hard of hearing individuals
- Build and maintain relationships with key legislative and regulatory stakeholders
- Lead policy development and implementation initiatives
- Represent NAD in congressional hearings, federal agency meetings, and other high-level policy forums
- Monitor and respond to emerging issues affecting the deaf and hard of hearing community
- Strengthen the role of NAD in national coalitions and partnerships

Financial Leadership & Resource Development

- Provide experienced oversight of the annual budget, including forecasting, cash-flow management, and long-term financial planning
- Ensure sound nonprofit fiscal management, including internal controls, audits, financial policies, and risk management
- Develop and implement comprehensive fundraising strategies, including major gifts, grants, planned giving, corporate partnerships, and donor stewardship
- Build and sustain strong relationships with donors, foundations, and corporate partners to support ongoing and new initiatives
- Identify and pursue new revenue streams and mission-aligned business opportunities

- Ensure full compliance with nonprofit financial regulations, reporting standards, and government requirements
- Oversee grant management, including complex federal grants, ensuring accurate budgeting, reporting, and accountability

Stakeholder Engagement and Communications

- Serve as the primary spokesperson and public face of NAD
- Build and maintain strategic partnerships with allied organizations, government agencies, and community groups
- Oversee organizational communications strategy across all platforms
- Engage with media outlets to advance NAD's mission and visibility
- Lead crisis communications when necessary
- Strengthen connections with state associations and organizational affiliates

Team Leadership and Development

- Lead and mentor staff across departments
- Recruit, develop, and retain talented individuals with diverse skills
- Foster a collaborative, inclusive mission-driven workplace culture
- Ensure effective performance management and professional development opportunities
- Promote diversity, equity, and inclusion throughout the organization



Job Description

MINIMUM REQUIREMENTS

Education

Master's degree in Public Policy, Law, Nonprofit Management, or related field required

Experience

- 10+ years of senior leadership experience required
- Minimum 5 years in a nonprofit setting required
- Proven track record of successful advocacy at the national level
- Demonstrated experience in nonprofit financial management and fundraising
- Excellence in organizational management and staff development
- Experience working with boards of directors and diverse stakeholders

Language and Cultural Competency

- Fluency in American Sign Language (ASL) required
- Outstanding communication skills in both ASL and written English
- Deep understanding of deaf culture and the deaf and hard of hearing community
- Strong relationships within the deaf and hard of hearing community

Core Competencies

- Strategic vision and innovative thinking
- Political acumen and diplomatic skills
- Proven non-profit organization management skills
- Strategic financial and business acumen
- Excellence in relationship building and networking
- Demonstrated ability to lead change and drive results
- High emotional intelligence and interpersonal skills
- Cultural competency and commitment to diversity

PREFERRED QUALIFICATIONS

- Experience leading a state and/or national nonprofit organization
- Track record of successful policy advocacy at state and federal levels
- History of successful grant writing and major donor cultivation
- Experience with federal grant management and compliance
- Established relationships with congressional offices, federal agencies, and national advocacy organizations
- Experience working on disability rights, civil rights, or social justice issues
- Published work in policy briefs, academic journals, or advocacy publications

COMPENSATION AND BENEFITS

Salary range: \$110,000–\$130,000, commensurate with experience. Limited flexibility may be considered for exceptional candidates within organizational budget parameters. Compensation will be reviewed after the first year based on performance and organizational growth.

- Comprehensive benefits package including health, dental, and vision insurance
- Retirement plan with employer contribution
- Professional development opportunities
- Hybrid/remote work arrangements



HOW TO APPLY



**PLEASE SEND ALL QUESTIONS,
NOMINATIONS, AND APPLICATIONS TO:**

Innivee Strategies
Email: apply@innivee.com

APPLICATION MATERIALS

Candidates are asked to submit the following materials:

- Comprehensive resume detailing relevant leadership experience, scope of authority, and clearly articulated individual responsibilities and outcomes within collaborative and organizational efforts
- Cover letter outlining qualifications, leadership philosophy, and vision for the National Association of the Deaf (maximum 2 pages)
- Three professional references (names, professional titles, organizational affiliation, and contact information)
- Two-minute video introduction in American Sign Language (ASL)
- *Optional:* Selected publications, policy briefs, or other related documents

Application Deadline: March 2, 2025

All applications submitted by the deadline will receive full consideration. The position will remain open until filled.

Equal Opportunity Employer Statement

The NAD is an Equal Opportunity Employer and actively seeks a diverse pool of candidates. We strongly encourage applications from deaf and hard of hearing individuals, people of color, women, LGBTQ+ individuals, and members of other historically underrepresented communities.

