



Position: Director of Programs

Reports to: Senior Director of Strategy and Implementation

FLSA Status: Full-time, exempt, salaried position

Application: Send cover letter and resume to Joe Dignam,
jdignam@wearegoodfaith.org

Mission and Background

Goodfaith is an independent Catholic apostolate based in New Jersey. Our mission is to cultivate a vibrant community of faith in action through transformative experiences of missionary discipleship rooted in Catholic social tradition.

Position Description

The Director of Programs will be responsible for the implementation and operation of the core programs of Goodfaith, which are anchored in a newly-developed ministry framework known as the “Pathways to Discipleship.” These include:

- NeXt Level: empowers youth to lead parish-wide campaigns rooted in service and justice. This program involves a series of informal gatherings, formal retreats, structured immersion experiences, and on-going youth-led projects in parishes for youth, adult mentors, and pastoral leadership.
- Family Matters: the organization’s newest initiative, which seeks to engage parents as agents of their faith, enabling them to be protagonists in their family’s spiritual journey and to foster a legacy of faith and service for future generations.
- Immersion retreats: offer high school and middle school youth week long experiences of equal parts service in their communities and reflection on Catholic social teaching. These are primarily hosted during the summer months, but occasionally during the academic year.
- Customized experiences: the organization is sometimes invited to craft and implement a customized program unique to the specific needs of an institution. These would be designed in consultation with the President and Senior Director.

Key Responsibilities

The Director of Programs will:

- Lead the overall program implementation and operations for Family Matters, NeXt Level, and the immersion retreat programs:
- Family Matters:

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- o Cultivate relationships with parish leaders, parents and families to support project implementation and promote engagement
- o Facilitate listening sessions with parents, caregivers, and pastoral staff to discern the needs and aspirations of participating families.
- o Oversee consultative partners who will develop content, subscription style boxes, the digital platform, and the evaluation of FM
- o Facilitate training of mentors and guide them in accompanying participating families.
- o Manage small group cohorts for peer learning and community-building within and across parishes.
- NeXt Level:
 - o Design and delivery of training, content, and support infrastructure.
 - o Cultivate relationships with parish leaders, youth, mentors, and parents to promote engagement and participation in the programs.
 - o Facilitate opportunities for parish-to-parish peer learning and support through which all stakeholders (youth, mentors, clergy, staff, and parents) are able to gather and build community and encourage a collaborative approach to ministry.
- Summer Immersion Experiences:
 - o Hire, train, and manage facilitators for immersion retreats and other experiences.
 - o Develop content using existing organizational models and resources
 - o Oversee administrative staff in executing program needs
- Represent Goodfaith and its various programs in external settings, including workshops and ecclesial gatherings.

Qualifications

- A firm grounding in the Catholic faith, with a commitment to Catholic teachings, social tradition, and missionary discipleship.
- Knowledge of and experience working with Church-related institutions (including dioceses, parishes, schools, and other Catholic organizations).
- Bachelor's degree in a relevant or related field preferred, including theology, pastoral ministry, education, or nonprofit management.
- Minimum of 3 - 5 years of experience in program development, management, and evaluation, preferably within a Catholic context.
- Proven leadership skills with experience in staff supervision and team building, with demonstrated capability to lead teams toward identified targets and goals.
- Experience in mentoring individuals and groups, particularly within parish settings.
- Excellent communication and interpersonal skills, with the capacity to work collaboratively with a diverse range of stakeholders.
- Strong organizational and planning abilities.
- Experience in operationalizing a strategic plan, evaluating, and modifying short-term goals, and regularly assessing outcomes.

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- A visionary approach to ministry with youth, embracing innovative practices and frameworks.
- Capacity to travel as needed to support program implementation across parishes.
- Spanish speaking not required but preferred.

Personal Attributes

- A role model of Christian values with a genuine passion for ministry and social justice.
- Interculturally competent with the ability to engage diverse communities.
- Demonstrated passion for empowering families and youth in faith and witness to Catholic social teaching.
- An empathetic and compassionate listener who values inclusivity and is sensitive to the needs of diverse family structures.
- Enthusiastic about the organization's mission
- Adaptable, comfortable with uncertainty, able to navigate evolving contexts with curiosity and resilience.
- Self-directed but values collaboration and thrives in a team-oriented environment.

Compensation/Working Arrangements

- Full-time, exempt position
- Flexible work schedule
- Generous time-off policy, including paid vacation and sick time and holidays *in addition to* two fully-paid respite weeks
- Hybrid work location (in-office in Lawrenceville, NJ and remote); regular visits and travel to participating parishes and other locations expected
- Benefits include health and dental insurance, annual staff retreat, support for spiritual direction, and opportunities for personal and professional development
- Salary range \$60,000 to \$65,000 based on skills and experience

Goodfaith abides by all anti-discrimination laws and Equal Employment Opportunity Commission regulations consistent with Goodfaith's character as a religious organization. Goodfaith does not discriminate based on race, color, national origin, nationality, ancestry, age, sex (including pregnancy), marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, veteran status, liability for military service, or mental or physical disability, including AIDS and HIV related illnesses, or any other legally protected status in accordance with applicable local, state and federal anti-discrimination laws.