

THE YEAR OF INNOVATION

2020 ANNUAL REPORT



PRAYER FOR THE WORKPLACE

Heavenly Father, as I enter this workplace,
I seek your peace, your grace and your mercy.

I ask that my speech, thoughts and
decisions will reflect your will.

Lord, I thank you for the gifts you have given me.

I commit to using them to give you praise.

Strengthen me to perform my daily tasks with dignity.

Bless my projects and ideas so that even
my smallest accomplishment may give you glory.

Lord, when I am confused, guide me
with the wisdom of your Spirit.

When I am exhausted, fill me with
patience and understanding.

May the work that I do and the way I do it
bring faith, joy and hope to all
whom I will meet this day, and every day.



Members and supporters received a postcard with a Prayer for the Workplace,
to remind them of NACPA's support during a complex year.



OUR MISSION AND VISION

NACPA: Human Resources professionals serving the Church and committed to promoting justice in the workplace.

Who We Are: The National Association of Church Personnel Administrators (NACPA) is the professional membership organization for all those serving in the Church who have Human Resources responsibilities. This includes HR professionals, chancellors, finance and business managers, superintendents, pastors and principals.

Our Mission: NACPA promotes leadership in Human Resources, finance and administration that models Gospel values, promoting justice in the workplace.

Our Vision: We believe the Church should embrace employee relationships that promote human dignity. In addition, Church employees should receive just compensation and an opportunity to participate in decisions that affect them.

We affirm that members, the board of directors and staff must be leaders in providing quality standards of effective Human Resources practices, education and service.

To accomplish this mission, we promote Church personnel systems that integrate Catholic social teaching and sound management principles; strengthen working relationships with Church leaders and employees and develop Church Human Resources skills.

Our values include respect for all persons; supportive relationships; ethical conduct; the dignity of work and a commitment to excellence.

Foremost we regard our work as a ministry, focused on promoting justice in the workplace.

WHAT WE'VE ACCOMPLISHED

This complex year demanded innovation and flexibility—and the association responded in several ways.

Update When the in-person convocation was cancelled, a creative new Virtual Exhibit Hall was designed. It featured a welcoming prayer service, member chat rooms and an opportunity for members to connect with exhibitors.

Update NACPA On-Demand was created to give members a forum for exploring leading industry issues together.

Update Consultation services continued to provide important resources for members. Experienced consultants provided compensation administration services, organizational audits and priests and religious institutes personnel systems services—among others.

Update The second Certificate Program for Those Moving from Secular to Church HR Responsibilities was conducted. Its ongoing goal: Strengthen current and future HR leaders in our Church.

Update The webinar series moved into its fourth year, providing members with essential information on current HR issues including how the workplace has changed and will continue to change, self-care and resilience during the pandemic, racism and the Supreme Court decision on ministerial exceptions.

Update Growing NACPA membership continued to be a priority for the Board of Directors.

Update NACPA leaders continued to collaborate with other organizations and strengthen ongoing relationships.

Update Convocation planning was in the forefront with the 2021 meeting turning virtual, in collaboration with the Archdiocese of Baltimore and the 2022 meeting scheduled for May 1 to 3 in Albuquerque in the Archdiocese of Santa Fe.

NACPA 2020 ANNUAL REPORT



December 2020

Dear NACPA Members,

If we chose one word to describe the year it would be innovation.

Like organizations across the country—and world—NACPA had to pivot from our planned convocation in Albuquerque (where we'll head in 2022) to a Virtual Exhibit Hall in just a few weeks.

Our goal was to provide a forum for our members to gather in prayer, to celebrate our organization and to provide an avenue for attendees to meet with each other and with valued exhibitors and supporters.

In addition, participants experienced a festive virtual grand opening, including inspiring remarks from Archbishop Gregory M. Aymond, our Episcopal Moderator.

Our webinar series continued as an innovative resource for members to hear from experts on issues essential to Human Resources. We also moved forward to enlighten more individuals making the complex move from secular to Church HR.

A new marketing campaign made members more aware of our extensive consultation services. We also continued our emphasis on growing membership to ensure that all arch/dioceses are represented in our association.

As we look to a promising year ahead, the emphasis will continue to be on providing excellent professional development for our members. We are grateful for your support and remain especially appreciative of our innovative Board of Directors and very active committees.

At this time we also extend our deepest gratitude to Archbishop Aymond for his kind and generous leadership as our Episcopal Moderator.

Sincerely,



Regina Haney, Ed.D.
Executive Director



Reverend Edward T. Pratt
President, Board of Directors

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December 2020

To All members of NACPA,

I agree with Dr. Regina Haney, our Executive Director, and Father Ed Pratt, our Board President, when they characterize the association's past year as "innovative."

As a participant in the Virtual Exhibit Hall, I was impressed how quickly NACPA adapted to bring together a collegial and instructive forum for delegates to meet, learn and pray together.

The webinar series seemed even more vital to me as the association addressed current issues that helped participants navigate uncharted waters and grow professionally.

Looking back on 2020, I recall a column I wrote for the *Clarion Herald*, our archdiocesan newspaper, in celebration of brother priests. I praised them for being present to their people and for "the creative ways you have taken in order to invite people in....you touch hearts, you heal hearts."

I believe these accolades hold true for those serving as HR leaders in our dioceses. In particular, your extensive support for priests and our parish and school staffs has been so vital. You've worked long hours to help those whom you serve adjust to turbulent times. You have touched hearts and served as beacons of hope.

On behalf of my fellow bishops, I salute you and thank you. I urge you to remain strong in your God given ministry. As I have assured you in the past, you are a gift to our Church—and to me.

I remain deeply grateful to Dr. Regina Haney for her strong leadership and service to all of us.

Wishing you God's blessings, I am

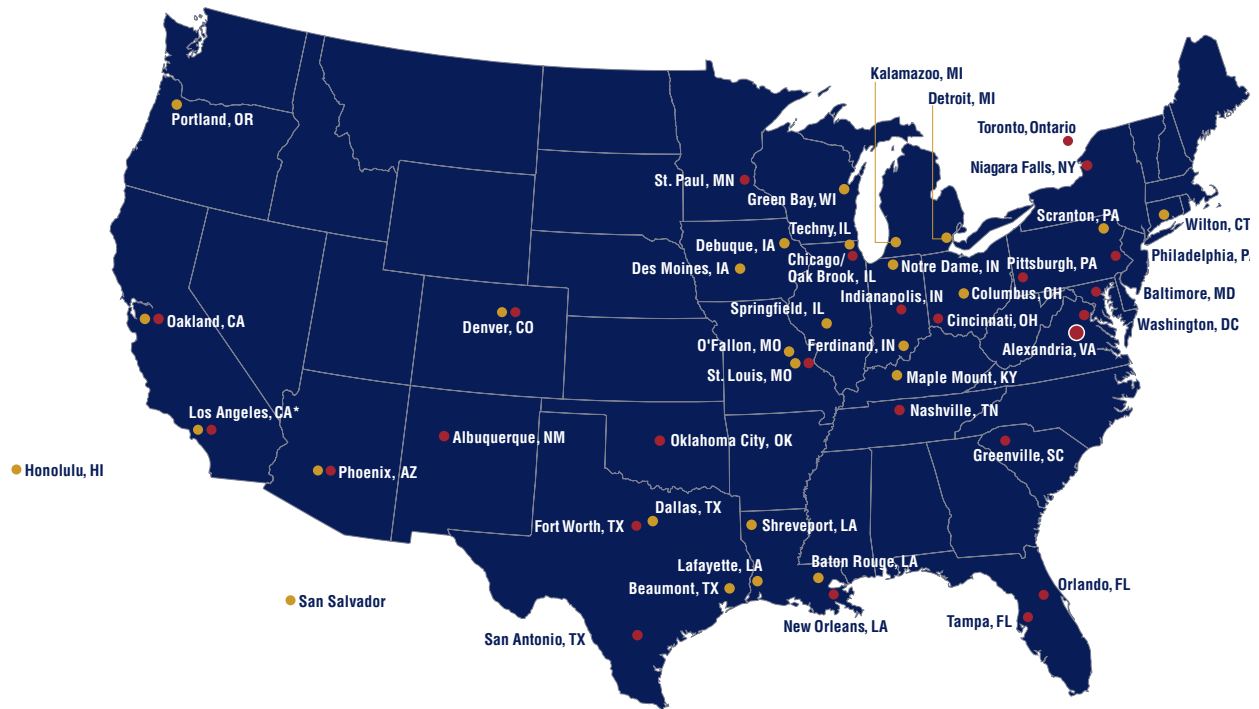
Sincerely yours in Christ,

Most Reverend Gregory M. Aymond
Archbishop of New Orleans



WHERE WE SERVE

This map pinpoints consultation services provided through early 2021. It also shows past and future convocation sites and the location of our national office in greater Washington, D.C..



Arizona	CONSULT	CONVOCATION
Phoenix	●	● 2003, 2014
California		
Oakland	●	● 1986, 1997
Los Angeles*	●	● 1990, 2005
Colorado		
Denver	●	● 2001
Connecticut		
Wilton	●	
District of Columbia		
Washington		● 2000
Florida		
Orlando		● 2002, 2008
Tampa		● 2012, 2013
Hawaii		
Honolulu	●	
Illinois		
Chicago/Oak Brook		● 1987, 1996, 2009, 2010
Springfield	●	
Techny	●	
Indiana		
Ferdinand	●	
Indianapolis		● 2011
Notre Dame	●	
Iowa		
Des Moines	●	
Dubuque	●	

Kentucky	CONSULT	CONVOCATION
Maple Mount	●	
Louisiana		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994
Shreveport	●	
Maryland		
Baltimore		● 1992, 2021
Michigan		
Detroit	●	
Kalamazoo	●	
Maryland		
St. Paul		● 1991
Missouri		
St. Louis	●	● 1989, 2007
O'Fallon	●	
New Mexico		
Albuquerque		● 1993, 2022
New York		
Niagara Falls		● 2018
Ohio		
Cincinnati		● 2004
Columbus		● 1995
Oklahoma		
Oklahoma City		● 2016

Oregon	CONSULT	CONVOCATION
Portland	●	
Pennsylvania		
Philadelphia		● 1988
Pittsburgh		● 1995
Scranton	●	
South Carolina		
Greenville		● 2015
Tennessee		
Nashville		● 2017
Texas		
Beaumont	●	
Dallas	●	
Fort Worth		● 1998
San Antonio		● 1995, 2019
Wisconsin		
Green Bay	●	
El Salvador		
San Salvador (CRISPAZ)	●	
● Virginia NACPA National HQ		
Alexandria	●	
1727 King Street, Suite 105, Alexandria, VA 22314		
CANADA Ontario		
Toronto		● 1988

Convocation. A virtual convocation in 2020 was designed, featuring plenary session speakers Donna Heckler, Dr. Michael Naughton and Gloria Purvis.

Webinars. The 2020-2021 series includes:

- How the Workplace Has Changed and Will Continue to Change
- Racism: Unintentional Bias in the Workplace
- Must Know HR Information: the Supreme Court's July 8 Decision on Ministerial Exception and What It Means to Religious Employers.
- Self Care and Resilience during the COVID.
- ROAR in a Time of Uncertainty and Volatility: How to be Ready for Anything.

Certificate Program. The Certificate Program for Those Moving from Secular to Church HR Responsibilities moves into a successful third-year program.

Membership. NACPA leaders are aiming for membership representation in all arch/dioceses. To date members can be found in 142 dioceses, representing 72% nationwide. Membership includes individuals and groups, the latter consisting of five or more members.

A Golden Celebration. A significant benchmark in association history will be celebrated from the virtual convocation in the Archdiocese of Baltimore (2021) through the meeting in the Archdiocese of Santa Fe (Albuquerque) in 2022.

**142 ARCH/DIOCESES
HAVE NACPA MEMBERS**

72% OF ALL ARCH/DIOCESES

9 CONSULTATIONS

5 WEBINARS

**5 ON-DEMAND:
FORUM DISCUSSIONS**

**6 CERTIFICATE
PARTICIPANTS**

**THE
JOURNEY
CONTINUES**

**NACPA
BY THE
NUMBERS**

NACPA is led by a visionary and dedicated Board of Directors who generously give their time and talents to advancing justice in the workplace. *Note: The Board of Directors list is current as of 4/20.*

Board of Directors

President

Reverend Edward T. Pratt

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2020 Convocation Committee

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NACPA 2020 ANNUAL REPORT

National Association of Church Personnel Administrators
Statement of Financial Position
Audited Financial Statements as of June 30, 2020

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$ 249,187
Investments	824,817
Accounts Receivable	23,858
Prepaid Expenses and Deposits	6,990
Total Current Assets	1,104,852

Property and Equipment – Net —

TOTAL ASSETS \$1,104,852

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable & Accrued Compensation	\$ 21,775
Deferred Revenues	78,497
Forgivable Loans	34,700
Total Current Liabilities – Total Liabilities	134,972

Net Assets

Without Donor Restrictions	969,880
TOTAL LIABILITIES AND NET ASSETS	\$1,104,852

FINANCIALS

SPONSORSHIP



NACPA is grateful for the generous sponsors who support the mission of the association to promote justice in the workplace. The board of directors, members and staff are thankful for the engagement and encouragement of these organizations and individuals cited below.

SPONSORS

Platinum

Catholic Cemeteries, Archdiocese of Chicago
Christian Brothers Services

Gold

Archdiocese of Seattle
Arthur J Gallagher & Co.
Benefit Allocations Systems, Inc.,
Villanova University Center
for Church Management

Silver

Mass Mutual Financial Group
Paylocity
Prime Pay
USI Consulting Group
National Catholic Services/VIRTUS

Friends

Compensation Connections
Primebyte

SPONSORSHIP OPPORTUNITIES

DIAMOND Contributions of \$10,000 or more

As a Diamond member, sponsors receive a full-page ad on the inside cover of the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Diamond sponsors are invited to introduce a plenary session speaker. Diamond sponsors help support the banquet and are featured on signage and in the convocation program for this event.

PLATINUM Contributions between \$5,000 and \$9,999

As a Platinum member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Platinum sponsors are invited to introduce one of the plenary speakers. Platinum sponsors help to support the convocation opening social and luncheons and are featured on signage and in the convocation program for these events.

GOLD Contributions between \$2,500 and \$4,999

As a Gold member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website.

Gold sponsors help support continental breakfast and liturgies and are featured on signage and in the liturgical prayer books at these events.

SILVER Contributions between \$1,000 and \$2,499

As a Silver member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Silver sponsors help support coffee breaks, plenary and workshop speakers and are featured on signage and in the convocation program for these events.


FRIEND Contributions between \$250 and \$999

As a Friend, sponsors receive recognition in the convocation program and year-long recognition on the website. Friends help support speaker gifts and general operating costs.

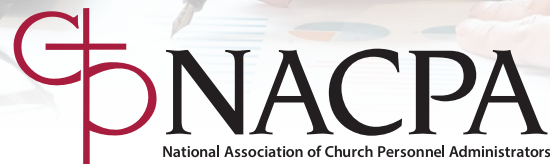
For more information contact

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NACPA CONSULTATION SERVICES



Complex times call for the proven expertise, compassion and moral compass of colleagues and leaders from your trusted professional association.



NACPA is ready to support you and your organization during this challenging time.

We can offer strategic guidance as you navigate:

- Furloughs
- Job consolidations
- Reorganizations
- Pay freezes
- Salary structure changes
- Assistance with returning to the workplace
- Diocesan clergy personnel handbook development and reviews
- Personnel policies and procedures handbook and reviews

Once you are ready to move forward, we can help by:

- Reviewing the HR strategy and compensation philosophy and making suggestions for better alignment with the changing environment
- Examining the HR program and recommending ways to improve/simplify processes
- Providing tools for managing pay and pay structures
- Conducting internal pay equity analyses through a *Just Treatment* lens

CONTACT US

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UP, UP AND AWAY

TO

ALBUQUERQUE

NACPA 2022 MAY 1 TO 3

Gain valuable credits, refresh spiritually and network with colleagues from across the country.

Check out the latest products and services in the exhibit hall.



National Association of
Church Personnel Administrators

REGISTER TODAY

To register, visit www.nacpa.org or call **571-551-6064**

Check us out on  @nacpaorg

NACPA is grateful for our corporate sponsors
for their support and participation.

Please visit www.nacpa.org for an updated list.



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