

FOCUS ON THE FUTURE

**BALTIMORE:
APRIL 30-MAY 2**

 **NACPA**
National Association of Church Personnel Administrators

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Birthplace of the
STAR-SPANGLED BANNER

NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

A MESSAGE OF GRATITUDE FROM NACPA

The National Association of Church Personnel Administrators extends a note of deep gratitude to the Archdiocese of Baltimore for hosting its 52nd NACPA convocation. Dr. Regina Haney, executive director and the Board of Directors are especially thankful to the following for their exceptional support and gifts of time and talent.

The Archdiocese of Baltimore

- Archbishop William E. Lori
- Edward Herrera
- Christopher Gunty
- Donna Hargens
- Christian Kendzierski
- Julie Grace Males
- John Matera
- Regina McCurdy
- Tim Murphy
- Most Rev. Adam Parker
- Joann Pelipesky
- Rev. James Proffitt
- Lauren Robinson

Opening Liturgy, Sunday

- Archbishop William E. Lori
- Michael Gaffney and
The Archbishop Curley
- High School Schola

- Julie Grace Males
- Regina McCurdy
- Morning Prayers
- Julie Grace Males

NACPA Convocation Committee

CHAIR

- Eileen Cull Valdez
- Nell Cline
- Jillian Green
- Regina Haney
- Barbara Keebler
- Regina McCurdy
- Geri Mesik
- Charles Pavlovsky
- Lisa Pinto
- Jessica Randazzo

Entertainment

- Michael Gaffney and
The Archbishop Curley
- High School Schola and
Luminare Choir

Design

- Katherine Kremer
- Katherine Kremer Design, Inc.

Printing

- District Creative
- William Van Wie
- Vice President

Editing

- Brian E. Gray

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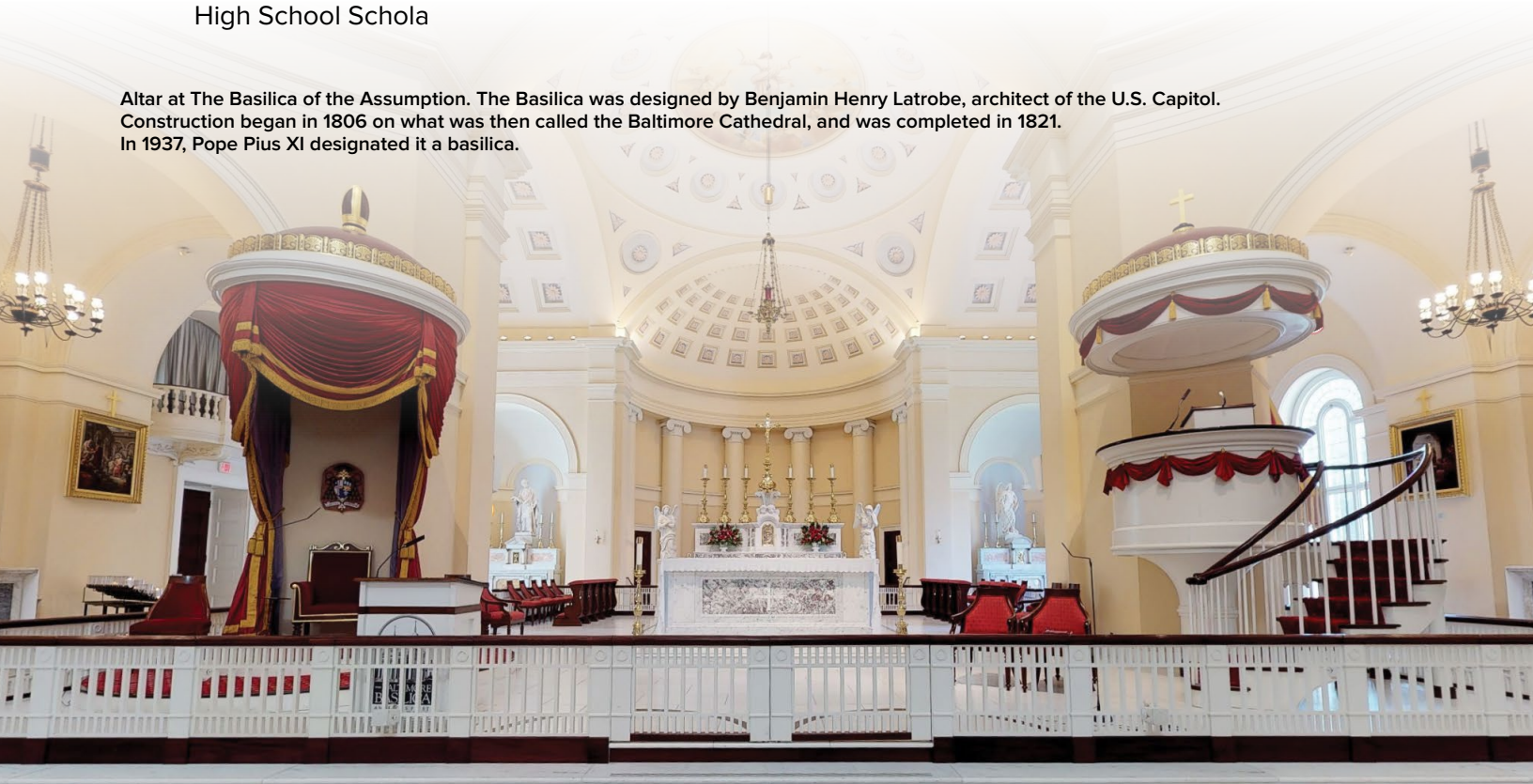
SHRM/HRCI Credit Overview

This activity has been approved for 11 recertification credit hours of which 4.5 are business credit hours toward aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ through HR Certification Institute® (HRCI®). Full Registration Attendees will receive the activity ID after the program concludes. For more information about certification, please visit the HR Certification Institute website at www.hrci.org.

NACPA 2023 is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program is valid for 11 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit <https://www.shrm.org>

1.5 Business Credits 1.5 1.75 HR Credits

Altar at The Basilica of the Assumption. The Basilica was designed by Benjamin Henry Latrobe, architect of the U.S. Capitol. Construction began in 1806 on what was then called the Baltimore Cathedral, and was completed in 1821. In 1937, Pope Pius XI designated it a basilica.





Roman Catholic
Diocese of Tucson
Office of the Bishop
P.O. Box 31, Tucson, Ariz., 85702 ■ 520-838-2500 ■ Fax: 520-838-2590

April 30, 2023



To all members of NACPA,

Welcome to the NACPA convocation. I sincerely hope that these three days are fulfilling for you professionally and spiritually. I am particularly delighted that you are convening in Baltimore, an archdiocese I am fortunate to visit each year for the Fall Assembly of the United States Conference of Catholic Bishops (USCCB).

At that annual gathering Archbishop William E. Lori is always a gracious and generous host. I know that the Archbishop is extending that same warm hospitality to you during this convocation and I am most grateful to him. I also thank the Archbishop for allowing his staff to share their time and talents to help make our meeting a success.

So many individuals have collaborated to make “Focus on the Future” a great opportunity for both professional development and spiritual growth. Eileen Cull Valdez, our board chair, has led a dedicated planning committee. I thank all the members, particularly Regina McCurdy who has led the archdiocesan collaboration.

Exceptional leaders also may be found in this year’s line up of association honorees. Congratulations to Mark Chopko, the recipient of the Vision Award; to Rev. Eugene Pocernich for the Leadership Award and to Mary Kessler for the Service Award.

Every year Dr. Regina Haney, our executive director, provides an update on the work of our Board of Directors and many committee members who devote endless time and energy to making our association vital, relevant and essential for members.

On behalf of my fellow bishops, I thank each of you for your faithfulness and service. With your help we are moving forward with confidence as we focus on the future—and our ongoing commitment to promoting justice in the workplace.

May God bless you abundantly,
+ Edward J. Weisenburger
Most Reverend Edward J. Weisenburger
Bishop of Tucson



ARCHDIOCESE OF BALTIMORE

320 CATHEDRAL STREET • BALTIMORE, MARYLAND 21201 • 410-547-5437 • FAX: 410-547-8234

OFFICE OF THE ARCHBISHOP

April 30, 2023



Dear Friends in Christ,

I look forward to welcoming you all to the Archdiocese of Baltimore and to the beautiful Basilica of the Assumption when we celebrate the opening of the National Association of Church Personnel Administrators’ convocation here in Baltimore. The Basilica is America’s first Catholic cathedral and a Marian National Shrine.

My greeting also comes to you from the first Catholic diocese in the United States, established in 1789. As you can see, faith has deep roots here. St. Elizabeth Ann Seton, the first U.S. Catholic saint, founded the Catholic schools network in Baltimore. Mother Mary Lange, the founder of the Baltimore-based Oblate Sisters of Providence who is also on the road to sainthood, opened the first Catholic school in our nation for children of color on the east side of our city. St. Frances Academy is still open today.

I salute NACPA's fundamental mission to ensure that Gospel-based values are infused in the workplace and that employees are treated with dignity and justice. On behalf of my fellow bishops, I extend my gratitude for your gifts of time and talent to our dioceses nationwide—gifts that have been especially appreciated during the past complex year.

In a recent pastoral letter I urged readers to refocus the eyes of our souls on “the true light that enlightens everyone coming into the world” (JN 1:19). Christ is the only light that guides us, not only in our journey through life but indeed in our journey from time to eternity.

In that spirit, I pray that you will walk in the light of the Lord during these convocation days and in all your days to follow.

Faithfully in Christ,
+ William E. Lori
Most Reverend William E. Lori
Archbishop of Baltimore



NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

2121 Eisenhower Avenue, Suite 200 Alexandria, Virginia 22314 571.551.6064 | nacpa@nacpa.org | www.nacpa.org

April 30, 2023

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,
Welcome to Baltimore for our 52nd annual convocation. We are blessed to be in this city, steeped in the history of our Catholic faith and our nation.
However our meeting is very much forward looking as we chart a course for Human Resources in our arch/dioceses and other church organizations. Informative workshops and engaging round table discussions will help lead the way.

As we've planned this meeting, we have received great support from Archbishop William Lori for which our Board is extremely grateful. I also extend a special note of gratitude to Regina McCurdy, Director of Human Resources Operations. Regina has worked diligently with the planning committee and has paved the way for great collaboration with Baltimore archdiocesan leaders, several of whom will participate in our meeting.

A recent survey of event planners indicated that convention attendees most often cite networking and relationship building as the key draws for in-person meetings. In that spirit I urge you to meet—or get to know better—colleagues from across the country. These are complex days in HR and helpful resources or future counsel may be found in a connection made here in Charm City.

I also urge you to visit with our excellent exhibitors. This convocation brings together vendors who are respected in our industry. They look forward to hearing about your priorities and needs. We also are grateful to them for their support and to all our sponsors who help make this meeting a reality.

Finally, please use these few days for spiritual renewal. The breathtaking Basilica of the Assumption is the site for our opening liturgy celebrated by Archbishop Lori. Prayer services on Monday and Tuesday will give us the momentum needed to “Focus on the Future” with courage and hope.

Sincerely,

Eileen Cull Valdez, SPHR, SHRM-SCP
Chair, NACPA Board of Directors



NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

2121 Eisenhower Avenue, Suite 200 Alexandria, Virginia 22314 571.551.6064 | nacpa@nacpa.org | www.nacpa.org

April 30, 2023

Dear Delegates, NACPA members, Sponsors, Exhibitors and Colleagues in the Archdiocese of Baltimore,
“Focus on the Future” is the theme our convocation committee selected for our 52nd annual meeting. In recent times we have seen sweeping changes in Human Resources. How we work, where we work and how we connect are in the forefront and among the issues we’ll explore in the coming days.

Our historic convention site—the Birthplace of the Star Spangled Banner—also opens a window to the past. The Renaissance Hotel is located just two miles from Fort McHenry where a captive Francis Scott Key pondered the fate of the battered U.S. flag during the Battle of Baltimore. “By the dawn’s early light” he saw the large banner with its 15 stars and 15 stripes still flying triumphantly. Delegates who decide to take a side journey to Washington, D.C., can see that same flag preserved at the National Museum of American History.

This year’s convocation features two excellent keynote speakers, Helen Alvaré, a preeminent attorney and author, and Jackie Mulligan, the CEO of Hello Reform. Attendees also can select from 14 workshops exploring a wide range of topics and experience lively round table discussions. We also invite you to meet our exhibitors during our meeting.

Let me extend a special note of gratitude to the many people who have joined in designing this gathering. Some of them are listed in this program; others are behind the scenes, but their contributions have been vital.

I join Bishop Edward Weisenburger in expressing thanks and appreciation to Archbishop William Lori for his great support and for the collaboration of his staff. It is a special honor to have the Archbishop celebrate Mass for us in the beautiful Basilica of the Assumption.

May this meeting provide an opportunity to learn, network and renew spiritually. May the environs prompt us to reflect on the rich history of our Church and our country. And, finally, may this meeting help delegates focus on a bright, faith-filled future.

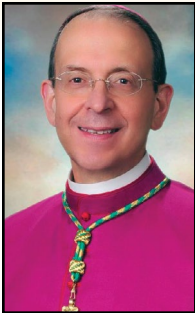
Sincerely,

Regina Haney, Ed.D.
Executive Director
NACPA



OPENING LITURGY

SUNDAY, April 30, 2023 | 5:00 PM



MOST REVEREND ARCHBISHOP WILLIAM E. LORI

On March 20, 2012, Pope Benedict the XVI named Archbishop William E Lori the 16th archbishop of Baltimore. That same year, as chairman of USCCB’s Ad Hoc Committee for Religious Freedom, the Archbishop issued “Our First Most Cherished Liberty,” a comprehensive statement by the United States Catholic bishops on religious liberty. Archbishop Lori was elected Vice-President of the USCCB on November 15, 2022. Archbishop Lori was ordained to the priesthood in 1977 and served as a pastor and later as secretary to Cardinal James Hickey. He was ordained Auxiliary Bishop in Washington D.C., and in 2001 appointed Bishop of Bridgeport. Archbishop Lori is the chancellor and chairman of the board of St. Mary’s Seminary and University.

PLENARY SESSIONS

MONDAY, May 1, 2023 | 8:30 - 10:15 AM



HELEN ALVARÉ
Religious Freedom After The Sexual Revolution

A preeminent author, professor of law at George Mason University and a Vatican consultant, Helen Alvaré will frame a more complete and inspiring response to current laws’ attempts to impose a new sexual orthodoxy upon Catholic institutions. This presentation will review the empirical evidence supporting the link between personnel decisions and mission and Catholic sexual responsibility norms.

ABOUT THE SPEAKER. Helen Alvaré is Associate Dean for Academic Affairs and the Robert A. Levy Endowed Chair in Law and Liberty at Antonin Scalia Law School, George Mason University, where she teaches Family Law, Law and Religion and Property Law. Helen received her law degree from Cornell University School of Law and her master’s degree in Systematic Theology from The Catholic University of America.

TUESDAY, May 2, 2023 | 8:30 - 10:15 AM



JACKIE MULLIGAN
An Invitation to Christ-Centered Wellness

The founder and CEO of Reform Wellness, a Christ-centered wellness ministry, Jackie Mulligan will discuss how Reform merges faith and functional health to support priests, religious and laity worldwide to heal their whole person—body and soul. This presentation will guide attendees through nine Wellness Pillars and best practices for placing Christ at the center of all aspects of our well-being.

ABOUT THE SPEAKER. Reform was founded and started by Jackie Mulligan. After years of compromised health as a result of striving for the world, she found her identity, healing, and wholeness in God. As an entrepreneur, holistic nutritionist, and experienced educator, Jackie has paired her personal experience with her professional knowledge to create a program that innovatively merges faith and functional health.

PROGRAM AND WORKSHOPS

SUNDAY, APRIL 30

- 1:00 – 4:00 p.m. Exhibit set up
- 2:00 – 3:00 p.m. New Member Orientation - Open to Members, Meet the NACPA Board and new NACPA Friends **Location: Pride of Baltimore – 6th Floor**
- 3:00 – 4:00 p.m. HR Certificate Program Alumni Reception (Open to all Certificate Program Graduates) **Location: Pride of Baltimore – 6th Floor**

5:00 – 6:00 p.m. **OPENING LITURGY** **Location: The Basilica of the Assumption**
MOST REVEREND WILLIAM E. LORI
ARCHBISHOP OF BALTIMORE
Transportation provided at 4:15 & 4:45

6:30 – 7:30 p.m. Opening Ceremony and Social **Location: Exhibit Hall**

MONDAY, MAY 1

- 7:00 – 8:30 a.m. Continental Breakfast **Location: Exhibit Hall**
- 8:00 – 8:30 a.m. Morning Prayer **Location: Baltimore Ballroom**

8:30 – 10:15 a.m. **OPENING PLENARY:** **Location: Baltimore Ballroom** **1.75**
Religious Freedom After The Sexual Revolution
HELEN ALVARÉ

10:15 – 11:30 a.m. BREAK **Location: Exhibit Hall**

Mother Elizabeth Ann Seton is known as the founder of the nation’s Catholic school network. She became the first American-born saint in 1975. Visitors can see where she lived and worked at the National Shrine of St. Elizabeth Ann Seton.



PROGRAM AND WORKSHOPS

MONDAY, MAY 1

11:30 a.m. – 1:00 p.m. CONCURRENT WORKSHOP SESSIONS 1

101

Compensation Evaluations in This Volatile Job Market Location: B 1.5

Shannon Drohman, CCP, SHRM-SCP, Principal, Compensation Connections, shannon@compensationconnections.com

Kathy Marek, CCP, SPHR, SHRM-SCP, Senior Consultant, Compensation Connections, kathy@compensationconnections.com

Everyone can agree that the recent job market has been chaotic and will continue to be unpredictable. We have witnessed record-setting low unemployment and cost-of-living growth. Some employers can't hire anyone, while others are laying off staff. What is happening? During this highly interactive session, the presenters will explore strategies for managing compensation programs during today's volatile labor market. They will explore compensation philosophy, market data, compression/internal equity, budget and other factors to consider in addition to pay.

ABOUT THE SPEAKERS

Shannon Drohman has more than 20 years of experience in compensation and Human Resources and has designed compensation and classification programs, conducted market studies and custom surveys, created internal value systems, including job level guidance and performed pay equity analysis. As a principal with Compensation Connections, Shannon has worked with major religious employers, including arch/dioceses, Catholic schools and parishes, religious congregations and Catholic cemeteries.

Kathy Marek also has more than 20 years of experience in Human Resources and is a senior consultant with Compensation Connections. Her career began as an internal HR team member, eventually working into the role of compensation analyst. Kathy transitioned into consulting work and has developed compensation programs, performed market studies, designed pay structures, analyzed benefits programs, and conducted employee pay analysis. She has provided consulting services for arch/dioceses, parishes and Catholic cemeteries.

This mural depicting the Virgin Mary graces one of the three main domes in the Basilica of the Assumption in Baltimore.



PROGRAM AND WORKSHOPS

MONDAY, MAY 1

11:30 a.m. – 1:00 p.m. CONCURRENT WORKSHOP SESSIONS 1 (CONT'D)

102

An Introduction to Professional Lay Ministry Standards for Hiring Agents Location: C 1.5

Dr. Marc DelMonico, Assistant Director of Certification for Ecclesial Ministry, USCCB, mdelmonico@usccb.org

This session will update hiring agents and church HR leaders about recent developments in professional lay ecclesial ministry. It will include presentations on national standards in various areas of ministry (health care chaplaincy, prison ministries, campus ministries and parish/diocesan roles). This session also will discuss the national Catholic organizations that support these ministers and the support of ministers in the ecclesial workplace.

ABOUT THE SPEAKER

Dr. Marc DelMonico is a professional Catholic theologian and ministry consultant with more than 30 years of experience in a wide variety of Catholic ministerial endeavors. He is the Assistant Director of Certification for Ecclesial Ministry and Service at the U.S. Conference of Catholic Bishops (USCCB). Marc has consulted in the development and implementation of national standards for various Catholic ministry roles.

103

Future of Work from the Perspective of a Catholic Employer Location: D 1.5 Business

Johnathan Terrell, Founder and President, KCIC, terrellj@kcic.com

What will the workplace of tomorrow look like? How will disruptions from both technological trends and cultural forces play out? What can Catholic dioceses do to prepare for what is coming? This session will explore those trends and what's ahead. Participants will consider anecdotes on executive leadership and understand the synergy between economic history, evolution of the workplace and the "Great Commission" in the Catholic tradition. Attendees also will have a greater understanding of the impact of the pandemic on the workplace and learn more about establishing and reinforcing professional culture.

ABOUT THE SPEAKER

Jonathan Terrell is the Founder and President of KCIC, a technology and management consulting company based in Washington, D.C. He has more than 38 years of international financial services experience with a multi-disciplinary background in accounting, finance and insurance. KCIC helps organizations manage product liabilities through deploying litigation management platforms, providing related consulting services and giving expert testimony. Jonathan serves as president of the local chapter of Legatus; a board chair for Fair Girls (an anti-human-sex-trafficking organization); a member of the Board of Visitors at The Catholic University Busch School of Business; an advisor to the Human Trafficking Legal Center.

1:00 – 2:30 p.m. **Member Lunch/NACPA Meeting** Location: Watertable Ballroom

2:30 – 2:45 p.m. **BREAK** Location: Exhibit Hall

PROGRAM AND WORKSHOPS

MONDAY, MAY 1

2:45 – 4:15 p.m. CONCURRENT WORKSHOP SESSIONS 2

201

Church Security and Parish Safety Location: D 1.5

Larry Kappel, Loss Control Assistant Manager, Catholic Mutual Group,
Lkappel@catholicmutual.org

As our threats and exposures to crime continue to evolve, so too must our programs to help our churches and schools be prepared for potential acts of violence and other critical situations. Churches and large places of assembly are categorized as “soft targets” by the Department of Homeland Security and the FBI for violent acts and attacks. As we continue our decades-long debate on gun laws, innocent children/people continue to die. This session will discuss what our role might be in reducing or preventing gun violence in our churches and schools.

ABOUT THE SPEAKER

In his position Larry Kappel promotes safety awareness through educational seminars, the writing of safety articles, analyzing loss history and trends to identify exposures to our churches, schools and religious organizations. Larry also worked in law enforcement for 13 years as a deputy sheriff. He has provided expert testimony in both criminal and civil court. For the past seven years, Larry has focused on church and school security, traveling around the country giving security presentations to increase awareness of active shooters and violent intruders in our communities.

Mother Mary Lange was one of the founders of the Oblate Sisters of Providence, the order of African-American religious women, and established St. Frances Academy in 1828. The Mother Mary Lange Catholic School pictured below opened in August 2021 — the first new Catholic school to open in Baltimore in 60 years.



PROGRAM AND WORKSHOPS

MONDAY, MAY 1

2:45 – 4:15 p.m. CONCURRENT WORKSHOP SESSIONS 2 (CONT'D)

202

Future of Work Spaces: Assess, Plan, Act! Location: C 1.5

Buffy Blanton, Managing Director, Human Resources, Christian Brothers Services,
buffy.blanton@cbservices.org

Tom Drez, Chief Information Officer, Chief Privacy Officer, Chief Security Officer and Managing Director of Information and Technology Services, Christian Brothers Services,
tom.drez@cbservices.org

This session will explore the industry trends for the hybrid workforce revolution and the future of office space. CBS will divulge their deep dive into their ministry's plans and actions following a company-wide research survey. Attendees will walk away with ideas, stats, concepts and plans for your ministry’s future office space use as well as ideas to enhance your hybrid workforce.

ABOUT THE SPEAKERS

Buffy Blanton, Managing Director of Human Resources, Christian Brothers Services, began her career at CBS in 1992, working her way up through the human resource ranks, from Administrative Assistant to Executive Assistant to HR Manager and subsequently to her current role. Prior to joining CBS, Buffy worked for the City of Joliet, Illinois. She holds a bachelor's and a master's degrees in organizational leadership from Lewis University.

Tom Drez joined Christian Brothers Services in 1987 to lead the CBS Information and Technology Services (ITS) division, which includes all information technology operations, software design and development and education and proficiency. He is currently the chief information officer, chief privacy officer, chief security officer and managing director of information technology services. Tom holds a Bachelor of Arts degree in computer science from Lewis University and also is a designated Certified Information Privacy Professional (International Association of Privacy Professionals).

203

Understanding Church Retirement Benefits Location: B 1.5

Delbert Zamora, Principal & Consulting Actuary, Milliman, Inc.,
delbert.zamora@milliman.com

This session will provide an overview of common church retirement and post-employment benefits. The speaker will 1) explore common goals and challenges for arch/dioceses to provide these programs; 2) provide insights into utilizing these programs to attract and retain lay employees in competitive job markets and 3) discuss the need for these programs to provide for the necessary welfare of retired priests.

ABOUT THE SPEAKER.

Delbert Zamora is a principal and consulting actuary with more than 28 years of experience in plan design, funding policy and education of benefits for the attraction and retention of employee talent.

4:15 – 4:30 p.m. Speaker Chats Location: Exhibit Hall
5:00 – 5:30 p.m. Thank You Baltimore! Tasting & Happy Hour Location: Exhibit Hall

PROGRAM AND WORKSHOPS

TUESDAY, MAY 2

7:00 – 8:30 a.m. Continental Breakfast Location: Exhibit Hall
8:00 – 8:30 a.m. Morning Prayer Location: Baltimore Ballroom

8:30 – 10:15 a.m. **OPENING PLENARY:** Location: Baltimore Ballroom
An Invitation to Christ-Centered Wellness 1.75
JACKIE MULLIGAN

10:15 – 11:30 a.m. BREAK Location: Exhibit Hall

11:30 a.m. – 1:00 p.m. **CONCURRENT WORKSHOP SESSIONS 3**

301

Church Retirement Plans: Fiduciary Responsibilities, Protections & Opportunities Location: B 1.5

Mary Brunson, AIF®, Co-founder & Vice President, Wealth Advisor, Investing for Catholics, Mary@ifa.com
Michael Tyler, Senior Regional Vice President, Mutual of America, Michael.Tyler@mutualofamerica.com

This session will detail the appropriate fiduciary governance standards for implementing a defined contribution church retirement plan. While most church-sponsored plans are non-ERISA, there are specific fiduciary responsibilities and potential liabilities tied to plan management and oversight. On the other side of the equation, there are significant opportunities for fiduciary protection and improvement that can lead to better outcomes for the plan—as a whole—and for the participants.

ABOUT THE SPEAKERS

Mary Brunson is co-founder of Investing for Catholics (IFC), a division of Index Fund Advisors, Inc. She has a special expertise in Catholic faith-consistent investing that is rooted in financial science. Mary provides fiduciary advice and institutional wealth services to religious orders and Catholic organizations, including arch/diocesan church retirement plans, endowments, foundations and other types of asset pools. She also provides services to non-religious public trusts, pension plans and individuals. Mary is the co-author of *Tending the Flock: Shepherding Catholic Retirement Plans*. She is a former board member for the Magis Institute, spearheaded by Father Robert J. Spitzer, S.J.

Michael Tyler, Senior Regional Vice President, Mutual of America, serves the Capital area, Philadelphia and Southern New Jersey. He began his career at Mutual in 2010 and has 18 years of experience in retirement and investment services.

PROGRAM AND WORKSHOPS

TUESDAY, MAY 2

11:30 a.m. – 1:00 p.m. **CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)**

302

Maternity and Paternity Policy and Programs: How and Why to Fund and Create (Panel discussion) Location: C 1.5

Nanette Lowe, Executive Director of Human Resources, Archdiocese of Washington, lowen@adw.org
Kim O'Donoghue, SHRM-SCP, SPHR Senior Human Resource Manager, Archdiocese of Chicago, kodonoghue@archchicago.org
Regina McCurdy, Director of Human Resources Operations, Archdiocese of Baltimore, rmccurdy@archbalt.org

The church shouldn't just write about or talk about families but also must accompany them on their journeys. To attract strong talent and ensure that policies are in line with church teaching, parental leave may be the answer. The presenters will address the practical way of demonstrating that families are at the center of the church. This panel discussion will focus on the journey to parental leave—the how, when and why—including plan structure, funding, pitfalls and wins.

ABOUT THE SPEAKERS

Nanette Lowe is the Executive Director of Human Resources for the Archdiocese of Washington. With more than 25 years of experience in Administration and Human Resources, Nanette's expertise allows her to support pastors, parishes and schools in the archdiocese. Her experience and love for the church brought Nanette to the archdiocese where she promotes a pastoral and human approach to caring for employees while also balancing the compliance and legal landscape. Nanette also implements Catholic identity initiatives for the archdiocese.

Kim O'Donoghue has worked in the field of Human Resources for more than 20 years. After beginning her HR career with a major Chicago retailer, she entered her vocation with the church as the Associate Director of Employee Services. Following a hiatus which included volunteering and working in diverse environments, Kim returned to the Archdiocese of Chicago in 2012 and is presently a Senior Human Resources Manager. Including employee relations, her experience comprises performance and conflict management, compliance, employee engagement and training and development.

Regina McCurdy is the Director of Human Resource Operations for the Archdiocese of Baltimore. Fifteen of her 30-plus years of experience in HR have been in service to the archdiocese and the people who serve in God's mission field in parishes, schools, and affiliated organizations. She has a deep love for parish life and has served in many roles in her own parish, including as Director of Liturgical Music. Regina is a recipient of the NACPA Leadership Award (2018). She also has generously served NACPA by coordinating the 2023 Convocation in the Archdiocese. Regina holds a Master's Degree in Applied Behavioral Science, with a concentration in Organization Development, from Johns Hopkins University.

PROGRAM AND WORKSHOPS

TUESDAY, MAY 2

11:30 a.m. – 1:00 p.m. CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)

303

Spinning the HR Wheel of (mis)Fortune Location: D 1.5

Sarah Fogler, SPHR, SHRM-SCp, Human Resources Officer, Diocese of Richmond, sfogler@richmonddiocese.org

Bethany Seay, Benefits and HRIS Manager, Diocese of Richmond, bseay@richmonddiocese.org

HR isn't a game, yet we often feel like our employees are playing one. Sometimes, the rules of the game change and we don't even know it. Will you buy a V for a volunteer creating a hostile work environment? How about an E for an employee who is overly fascinated with a priest? Maybe you want to buy a C for just-and-fair compensation? Join us in this interactive session and share what games your employees play and your experience in figuring out the rules.

ABOUT THE SPEAKERS

Sarah Fogler, HR Officer, is an experienced national presenter and brings more than 25 years in HR organizations ranging from 15 to 30,000 employees in size. She is SPHR and SHRM-CP certified.

Bethany Seay is the Benefits and HRIS Manager in the Diocese of Richmond. She specializes in nonprofit management and specialty/niche technology. She loves finding creative, mutually beneficial solutions and is committed to HR innovation and streamlining the employee experience. She is SHRM-SCP certified.

1:00 - 2:30pm Lunch on Your Own: See App for Area Restaurants



Mount Vernon Historic District

PROGRAM AND WORKSHOPS

TUESDAY, MAY 2

2:30 - 4:00 p.m. CONCURRENT WORKSHOP SESSIONS 4

401

Principles of Catholic Social Teaching and Their Application to HR Policies and Practices Location: D 1.5 Business

Lisa Pinto, SPHR, SHRM-SCP, Senior Director of Human Resources, Archdiocese of Miami, lpinto@theadom.org

The social doctrine of the church, as presented in apostolic exhortations and other teachings of the magisterium over the past 125 years, has addressed the challenges of human labor and the changing landscape of the workplace. Starting with the fundamental principle of the dignity of the human person, the church identified core principles that characterize a just workplace and social justice in society. HR professionals can help the church be authentic witnesses to these teachings in our church workplaces, by learning these principles and always referring to them first when creating, developing and implementing HR policies and practices. This workshop will examine these principles and explore their applications to HR in the church.

ABOUT THE SPEAKER

Lisa Pinto is the Senior Director of Human Resources for the Archdiocese of Miami. She has served the archdiocese for more than 20 years, the last decade as director of Human Resources in the Chancery. During the past 40 years, Lisa has worked in various capacities for the church, including community services, teaching in educational institutions, family pro-life ministry and various volunteer roles in CCD.

402

Charity At Home: When Parishioners Are Also Employees Location: C 1.5

Jennifer Gniady, Managing Counsel, Stradley, Ronon, Stevens & Young, LLP., jgniady@stradley.com

Charity begins at home—but what happens when your parishioner is also an employee? Almost all churches have significant crossover between parishioners and employees. Sometimes this presents a dilemma, particularly when an employee-parishioner needs financial assistance. This workshop will address the most common legal and fiduciary concerns in this scenario, identify best practices and share approaches to meeting the needs of employee-parishioners without creating more problems than the ones solved.

ABOUT THE SPEAKER

Jennifer Gniady is co-chair of the Nonprofit and Religious Organizations practice group of Stradley, Ronon, Stevens, & Young, LLP. Her work with religious associations and lay groups focuses on tax-exempt regulations, governance, corporate structures, including civil and canonical issues, charitable gifts and business transactions. She graduated from Fordham University School of Law and clerked for the D.C. Court of Appeals before entering private practice in the Washington, D.C., area.

PROGRAM AND WORKSHOPS

TUESDAY, MAY 2

2:30 - 4:00 p.m. CONCURRENT WORKSHOP SESSIONS 4 (CONT'D)

403

The Bermuda Triangle: ADA/FMLA/Workers Comp and How They All Play Together Location: B 1.5

Marla Jordan, Enterprise Channel Manager, marla.jordan@adp.com
Bill Kramer, Enterprise Channel Manager, Bill.Kramer@adp.com

While the Bermuda Triangle may still have unsolved mysteries; the landscape of ADA, FMLA and Workers Comp—while mysterious—does have logic (even though it feels incomprehensible) that can be followed with the right tools and resources. Generally when you hear “ADA, FMLA and Workers Comp” you may think compliance, cost, confusion, as well as endless piles of paperwork, tasks to track and deliverables to meet.

This session will employ relatable scenarios to explore the working of ADA, FMLA and Workers Compensation not only from the policy perspective, but also from the individual’s point of view. Discovering the “what’s” and “why’s” of the policy will be reviewed. The session also will answer questions such as “How do you prepare pre-leave, manage mid-leave and support post-leave?”

ABOUT THE SPEAKERS

Marla Jordan has more than 17 years of experience in the employee benefits/absence management industry including strategic consulting, account management operations and quality assurance. She also has 12 years dedicated to absence management operations and client support within an outsourced model; focus on how absence management integrates within a Personnel Management solution, the impacts of a leave across an organization and employee experience. Marla supports teams who focus on product growth, compliance, security, project management, strategic management, analysis and documentation.

Bill Kramer is an Enterprise Channel Manager with more than eight years of experience in working with organizations to support their employees and reach their goals through the utilization of technology. He has worked with many faith based organizations and non-profits throughout his career and is a dedicated contact for NACPA and its members.

4:00 – 4:15 p.m. BREAK Location: Exhibit Hall

4:15 – 5:45 p.m. THREE ROUNDTABLE-STYLE ROOMS ON HOT TOPICS

An opportunity to share best practices.

501 Diversity Equity, Inclusion and Belonging Location: B 1.5 Business

502 HR Onboarding Location: D

503 Effective Performance Reviews Location: C

5:45 – 6:00 p.m. Speaker Chats Location: Exhibit Hall

6:30 – 7:00 p.m. Social Location: Watertable Foyer

7:00 – 9:00 p.m. Closing Awards Banquet Location: Watertable Ballroom
Entertainment by the Luminare Choir
Archbishop Curley High School
Michael Gaffney, director.

Convocation adjourned. Thank you for attending.
Please join us in Kansas City for NACPA 2024.



THE NACPA 2023 AWARDS



MARK CHOPKO
VISION AWARD
NACPA 2023

MARK CHOPKO | Partner, Stradley Ronon | Co-Chair, Nonprofit and Religious Organizations

Mark Chopko co-chairs Stradley Ronon’s nonprofit and religious organizations practice group, which brings together 25 lawyers from across the firm’s many legal disciplines to serve the unique needs of those clients. In this capacity, Mark has demonstrated exceptional vision by keeping NACPA members updated, informed and prepared to address legal issues that impact those who work on behalf of justice in the workplace. His vision has been supported financially by his firm, underscoring the depth of their commitment. Mark also has participated in the association’s webinars, especially those centered around the complex yet important issue of “hiring for mission.”

Mark joined Stradley Ronon in 2007 after serving for more than 20 years as general counsel for the U.S. Conference of Catholic Bishops (USCCB), and nearly eight years as a regulatory attorney in Washington, D.C. Mark has participated in more than 30 Supreme Court cases as counsel for religious groups in friend-of-the-court briefs. Mark has represented clients across the country and from Europe to the Pacific Rim. A major emphasis of his practice is constitutional law and deflecting attempts by government to regulate the activities of religious institutions.



REV. EUGENE POCERNICH
LEADERSHIP AWARD
NACPA 2023

REV. EUGENE POCERNICH | Archdiocese of Milwaukee

Rev. Eugene Pocernich, a senior priest in the Archdiocese of Milwaukee, is the recipient of the Leadership Award. Father Pocernich was the prime mover in urging the production of the second edition of *Just Leadership for Those Who Work for the Church*. He organized a drafting committee of influential Catholic leaders for this foundational document and served on the committee on behalf of the Association of U.S. Catholic Priests and the Catholic Labor Network.

Just Treatment is in its second printing and is used for priests’ formation, university classes, the NACPA Certificate Program and in arch/dioceses to form those with HR responsibilities in the church.

Father Pocernich has served as staff chaplain for both Resurrection Medical Center in Chicago and Columbia St. Mary’s Hospital in Milwaukee. A former associate director of the US Catholic Mission Association, he also was the director of the Office of Justice and Peace, Catholic Relief Services and the Campaign for Human Development for the Archdiocese of Milwaukee. Father Pocernich’s ministry also has included serving as pastor or associate pastor in Milwaukee archdiocesan parishes.



MARY KESSLER
OUTSTANDING SERVICE AWARD
NACPA 2023

MARY KESSLER | NACPA Consultant

For 22 years—10 as an employee and 12 as an independent consultant—Mary Kessler has provided outstanding service to NACPA. In her work as an organizational consultant, Mary has conducted HR audits to assess effective administrative practices and organizational operations. She has served parishes, arch/dioceses and religious congregations.

Mary’s ties to NACPA date back to 1987 when she joined the association as a member during her tenure in the HR department in the Diocese of Rochester. After several years Mary was elected to the NACPA Board and served for five years. During that time she became the first lay president of the Board. When Mary relocated to California she was the “West Coast office” for a decade before moving into her current role as an independent consultant.

NACPA CONSULTATION SERVICES



CONTACT US

Regina Haney, Ed.D. | Executive Director
2121 Eisenhower Ave., Suite 200 Alexandria, VA 22314
(571) 551-6064 | NACPA@NACPA.ORG



WHAT OUR CLIENTS SAY

We could not do without the NACPA Consultants! The knowledge and expertise of the consultants adds credibility to the function of determining pay ranges and rates for positions in the Diocese of Beaumont's parishes, schools, and Pastoral Center. For 20 years, the competent, professional, personable consultants have played an invaluable part in helping the Diocese of Beaumont ensure that employees are being paid just, comparable wages, within the means of the organization.

—Beverly D Escamilla, PHR, SHRM-CP, Human Resources Director,
Diocese of Beaumont

It has been such a delight to work with the NACPA consultants as the Diocese of Tucson develops and updates the compensation studies to retain and attract talent in our parishes, schools and Catholic entities. The detail and insight provided in our reports have made it possible to determine and propose equitable salary ranges and pay practices as well as remaining competitive across the diocese.

—Alicia Corti, Human Resources Director, Diocese of Tucson

NACPA is ready to support you and your organization.

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
- Organizational audits

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

NACPA has other services that you may need:

- Development and updates of compensation systems
- A review of compensation and benefits programs
- Administrative and organizational audits
- Priests' and religious institutes' human resources services
- Training for those with HR responsibilities at the local level
- Human resources management training
- Contracting for ad hoc compensation services on an as-needed and hourly basis

HIGHLIGHTS OF OUR EXPERIENCE WORKING WITH CATHOLIC ORGANIZATIONS

The NACPA project team has worked with a significant number of Catholic organizations, from those serving less than 200,000 Catholics to more than 4 million. The primary deliverables of those projects included:

- Reviewing and developing all elements of an employee pay program including philosophy, policy and procedural statements
- Creating job analysis tools, conducting job audits and writing job descriptions
- Defining the job ranking/evaluation methodology
- Researching comparable job market data for all positions including designing and using a custom survey
- Developing a system of pay ranges that accounted for geographic differentials
- Analyzing employee pay from several aspects (market, compression, internal equity, etc.)
- Identifying implementation strategies, including specific methodologies for providing pay increases
- Creating and facilitating management training and employee communication sessions to ensure a clear understanding of the principles, mechanics and future utilization of the new pay system

The Diocese of Lafayette employed the services of NACPA for providing comprehensive consultations for both, compensation and organizational structure. We were very pleased with the services provided by Mary Kessler, who is the epitome of professionalism. Mary is very knowledgeable in HR processes and compensation structures and has a gift for communicating this with all parties involved: directors and support staff, as well as the bishop and his senior staff. The final recommendations presented have provided us with a timeless resource in our continuing efforts to provide a workplace that reflects Justice and Integrity, enabling us to more efficiently and effectively serve the people of the Diocese of Lafayette.

—Maureen Fontenot, PHR, SHRM-CP, Chancellor, Diocese of Lafayette

NACPA and Mary Kessler came in to our diocese with experience, knowledge, and a true desire for the betterment of our organizational structure and assist us in creating a well-defined compensation program. We are glad to know that NACPA with a focus on Catholic organizations is available with these services as well as other resources to assist us in our work.

—Deacon Michael Straub,
Director, Human Resource at Diocese of Shreveport, Louisiana

A Brief History of the National Association of Church Personnel Administrators

1971–1974

The National Federation of Priests Councils (NFPC) established the association as a personnel group, with the initial plan that it would serve priests. Rev. Dan Johnson was named chairperson. The first meeting was held at the Waldorf Astoria in New York and women were present—as observers. By 1972 a Constitution Committee was organized, led by Sister Elizabeth Mulholland and Rev. Jack Kinsella. The NACPA name was chosen and a decision was made to include all those working in personnel. Rev. Johnson of Hartford became the first president.



The Waldorf Astoria in New York, site of the first NACPA meeting.

1975–1979



A familiar dilemma was echoed in the Cincinnati convocation theme: “Limited resources: human and financial.”

Rev. Jack Catoir became president through 1978 when Rev. Phil Sehir assumed the position. The 1976 convocation theme resonates to this day: “Limited Resources: Human and Financial.” The 1979 national meeting was held in the Greater Cincinnati area and the theme was far-reaching: “Toward the Year 2000.” Membership was 488.

1980–1984

In 1980 the president was Rev. Joe Graffis and the convocation explored “Bridge Builders and Prophets.” Sister Elizabeth Cashman S.D., was president for the 1981 meeting in Milwaukee and Sister Mary Ann Barnhorn, SNDdeN, was executive director. During this timeframe it was clear that members of the laity were growing in NACPA’s numbers. Membership was now at 678. The 1984 convocation held in Boston marked a shift to a national perspective and agenda.



In Boston the agenda turned to a national perspective.

1985–1989

Bishop Tom Costello served as the Episcopal Liaison and Sister Chris Matthews, OP, was executive director. The convocation themes during this period included “Multicultural Gifts,” “New Wine, New Wineskins,” “Stewardship: The Meeting of Gospel and Management,” “Just Treatment: Vision and Reality” and “Personnel Ministry: Open to the Future.” In 1989 the new Episcopal Liaison was Bishop Robert Brom and membership topped 1,000.

Multicultural Gifts

Just Treatment: Vision and Reality

Personnel Ministry: Open to the Future

Stewardship: The Meeting of Gospel and Management

New Wine, New Wineskins

1990–1994

The first Diocesan Salary Survey was conducted in 1990 and in that same year a meeting with the bishops explored emerging personnel issues. The convocation themes ranged from diversity to leadership and justice—to opportunities for the year 2000 and beyond. Sister Patrice Hughes, SC, served as director of program services and exhibits were now featured at the convocation. In these years, NACPA criss-crossed the country, with meetings in Los Angeles, St. Paul, Baltimore, Albuquerque and New Orleans.



1995–1999



Rev. Edward T. Pratt, former staff member in the 90s and Association President in 2018.

Parish job descriptions and pay manuals were developed. Rev. Edward T. Pratt served in the national office as a human resource consultant. The laity now dominated membership. In 1996 the 25th anniversary celebration was held in Chicago. In 1998, the first Vision Award was presented to Colleen Branagan and the next year that honor went to Msgr. Colin McDonald. The mission statement was revised and a Performance Appraisal Manual was developed. In 1999 the convocation held its first gathering outside the U.S., convening in Toronto.



Chicago was the 1998 convocation site.

2000–2004



Bishop David Zubik set a record, serving as Episcopal Moderator for 17 years, 2001-2018.

“Liberty with Justice” was the theme for the Washington, D.C., convocation in 2000. Bishop David Zubik was named the Episcopal Liaison—a position that he held for 17 years. The convocation met in Orlando in 2002. Carol Fowler was the new president. The NACPA Leadership Award was bestowed on The National Pastoral Life Center. The association created Standards for Workplace Justice.

2005–2014

The convocation moved to Los Angeles in 2005 and by 2006 it was back in the Midwest—just in time to celebrate NACPA’s 35th anniversary in St. Louis. During these years, membership ebbed but enthusiasm and support among key members propelled the association forward. Dr. Mary Jo Moran was named the sixth Executive Director in 2005, following Sister Ellen Doyle, OSU, who had served the organization since 1998. Dr. Moran was the first lay person to hold the position.



NACPA celebrated its 35th anniversary in St. Louis.

2015–2017

In 2015 the Board of Directors named Dr. Regina Haney as the new Executive Director. Dr. Haney previously had served for 25 years as an Executive Director with the National Catholic Educational Association (NCEA), the largest professional education association in the world. The Board also relocated NACPA to the Greater Washington D.C., area.



Dr. Regina Haney became the new Executive Director.

In 2016, a new website premiered. A joyful 45th anniversary was held in Oklahoma City, where Terry Robinson was the recipient of the Vision Award. In the 2016/17 academic year, NACPA launched its first webinar series to virtually engage and educate members and other supporters.



Nashville was the 2017 convocation site.

Nashville was the site of the 46th convocation in 2017 and Msgr. Patrick Pollard received the Vision Award. Another highlight was the publication of the *National Diocesan Survey: Salary and Benefits for Priests and Lay Personnel* in partnership with the National Federation of Priests Councils and facilitator, Georgetown University’s Center for Applied Research in the Apostolate.



Niagara Falls was the 2018 convocation site.

2018–2019

Niagara Falls in the Diocese of Buffalo was the site of the 2018 convocation. Carol Fowler received the Vision Award and Archbishop Gregory Aymond, Bishop of New Orleans, became the Episcopal Moderator. The Certificate Program for Those Moving from Secular to Church HR Responsibilities was launched. It has become an important initiative in strengthening current and future HR leaders in our Church.



Mary Santi was honored with the 2022 Vision Award.

Focusing on the strategic plan and responding to member surveys and recommendations, NACPA moved forward in 2019. San Antonio played host to the convocation. New awardees were saluted for their vision, leadership and service to NACPA. Ed Isakson was the recipient of the Vision Award. An additional honor recognized those who created the Certificate Program.

2020–2022

2020 proved a challenging year due to the pandemic. The convocation scheduled in Albuquerque was postponed until 2022. However, the association designed a Virtual Exhibit Hall (VEH) to help members network with each other and 20 vendors NACPA’s own virtual exhibit emphasized the association’s consultation services and connected attendees with consultants. The webinar series continued to draw a wide audience—and live on the website for future reference. The association persisted in forging new relationships and strengthening others. Members were sent a prayer card as a sign of unanimity during the complex times. The Listserv revved up as members sought counsel and support.



In 2021 the association introduced NACPA OnDemand for Today’s Church HR Issues. The program has supported members as they have addressed ever evolving issues in the workplace. The Archdiocese of Miami partnered with NACPA to create Introduction to Human Resources in the Church Workplace, a six-week course providing a foundation knowledge base for parish and school employees. NACPA moved forward to create a vibrant virtual convocation with a live opening prayer service with Archbishop William E. Lori at the Basilica of the Assumption. NACPA’s new episcopal moderator, Bishop Edward J. Weisenburger, Bishop of Tucson, gave the closing prayer.



Bishop Edward J. Weisenburger

2022 NACPA continued a year-long celebration of its founding 50 years ago. The Archdiocese of Santa Fe hosted its convocation with the theme: Taking it To New Heights: Justice in the Workplace.



Maureen Fontenot, NACPA 2021 Vision Awardee.



2023

In 2023 the association presented its top honors to Mark Chopko (Vision); Rev. Eugene Pocernich (Leadership) and Mary Kessler (Outstanding Service). For the third time, delegates headed to Baltimore (1992, 2021–virtual) with a visionary theme: “Focus on the Future.” Archbishop Lori celebrated the opening liturgy at the historic Basilica of the Assumption. The popular *Parish Pay Manual*, new and improved, was published.



Mary Kessler was honored with the 2023 Outstanding Service Award.



22

23

ASSOCIATION LEADERSHIP

THEN AND NOW

NACPA Presidents

Year Term Began	Name	Year Term Began	Name
1971	Rev. Daniel Johnson (Coordinator) Rev. Patrick Sullivan, CSC, (Coordinator)	1994	Mr. William J. Coy
1974	Rev. Daniel Johnson	1995	Sr. Frances Schumer, ASC
1975	Rev. Jack Catoir	1996	Mrs. Charmaine Williams
1978	Rev. Phillip Seher	1997	Rev. Kevin Spiess
1980	Rev. Joseph Graffis	1998	Mrs. Linda Bearie
1981	Sr. Elizabeth Cashman, SC	1999	Ms. Kathleen Theriot
1982	Sr. Barbara Garland, SC	2000	Rev. Paul A. Jaroszeski
1983	Rev. George Crespin	2001	Ms. Carol Fowler
1984	Rev. David McDonald	2003	Mr. Thomas P. Conklin
1985	Sr. Sheila Kelly, GNSH	2005	Ms. Diane Bach
1986	Mr. Eugene Hackbarth	2008	Sr. Joyce Soukup, SSJ-TOSF
1987	Rev. J. Cletus Kiley	2010	Ms. Terry Robinson
1988	Sr. Elizabeth Wendeln, SCN	2012	Msgr. Patrick Pollard
1989	Rev. Donald Thimm	2014	Ms. Terri Wilhelm
1990	Deacon William Umphress	2016	Ms. Maureen Fontenot
1991	Mrs. Mary Kessler	2018	Rev. Edward T. Pratt
1992	Mr. Thomas P. Schroeder	2020	Ms. Elizabeth Allen
1993	Rev. Robert J. Bussen	2022	Ms. Eileen Cull Valdez

NACPA Episcopal
Liaisons and Moderators

Year Term Began	Name
1976	Bishop P. Francis Murphy
1980	Bishop Kenneth Angell
1986	Bishop Thomas J. Costello
1989	Bishop Robert H. Brom
1992	Bishop John F. Kinney
2001	Bishop David A. Zubik
2018	Archbishop Gregory M. Aymond
2021	Bishop Edward J. Weisenburger

NACPA
Executive Directors

Year Term Began	Name
1978	Sr. Sheila McEvoy, SNJM
1981	Sr. Mary Ann Barnhorn, SNDdeN
1985	Sr. Christine Matthews, OP
1992	Sr. Ann White, SL
1998	Sr. Ellen Doyle, OSU
2005	Mary Jo Moran, PhD, SPHR
2015	Regina Haney, Ed.D.

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SPONSORSHIP OPPORTUNITIES

DIAMOND Contributions of \$10,000 and above
As a Diamond member, sponsors receive a double full-page ad in the printed and digitized convocation program, a salute from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024). Diamond sponsors are invited to introduce one of the plenary speakers.

PLATINUM Contributions between \$5,000 and \$9,999
As a Platinum member, sponsors receive a full-page ad in the printed convocation program, a salute from NACPA leadership at the opening and closing sessions, year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024). Platinum sponsors are invited to introduce one of the plenary speakers.

GOLD Contributions between \$2,500 and \$4,999
As a Gold member, sponsors receive a half-page ad in the printed convocation program, a special salute from NACPA leadership at the opening and closing sessions

and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024).

SILVER Contributions between \$1,000 and \$2,499
As a Silver member, sponsors receive written recognition in the convocation program, a salute from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024).

FRIEND Contributions between \$250 and \$999
As a Friend, sponsors receive recognition in the convocation program and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024).

For more information contact
Regina Haney, Executive Director
(571) 551-6064
E-mail: nacpa@nacpa.org

WELCOME TO NACPA 2024
APRIL 14-16, 2024



CITY OF FOUNTAINS – KANSAS CITY

Co-Hosts Carol Anne Hoppins, HR Director, Diocese of Kansas City-St. Joseph and Bob Roper, HR Director, Archdiocese of Kansas City in Kansas, extend a warm welcome to delegates attending NACPA's 53rd annual convocation. The KCSJ Diocese is **HOME TO 124,000 CATHOLICS** and **93 PARISHES/SCHOOLS**.

The KC Archdiocese has **181,000 CATHOLICS** and **120 PARISHES/SCHOOLS**.

KC is also nationally known for its **BBQ** and recognized as the home of **BLUES/JAZZ** and the **NEGRO BASEBALL LEAGUE**. NACPA attendees may want to visit the area of **"18TH AND VINE"** which is the part of town where Jazz/Blues began and the site of the Negro Baseball Museum.



The Archdiocese of Baltimore

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on the occasion of the 2023 Convocation:

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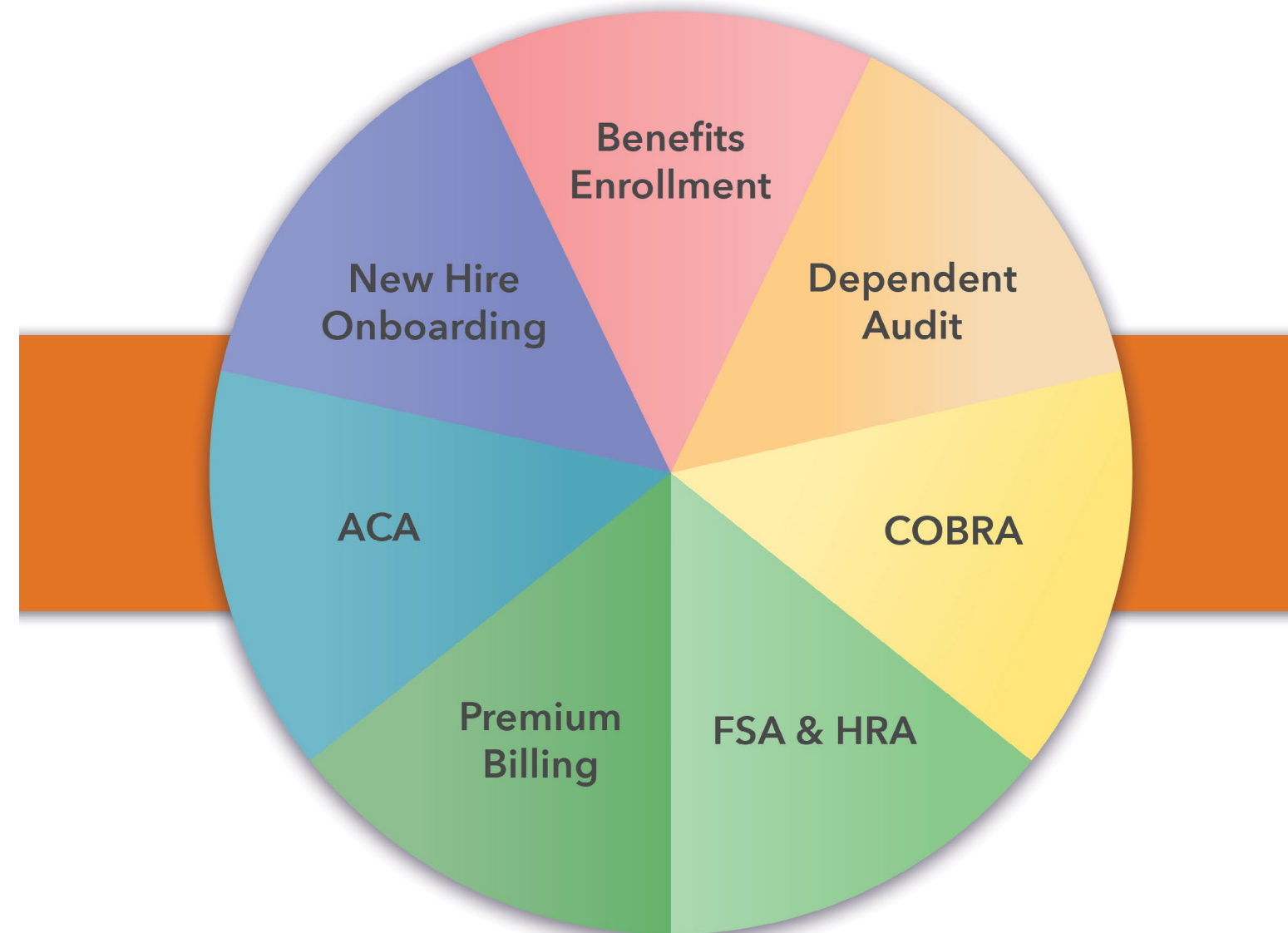
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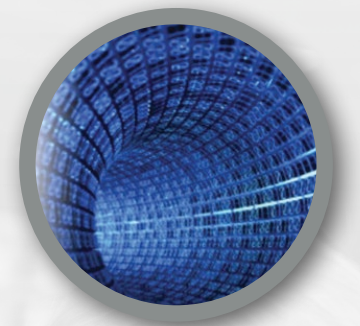


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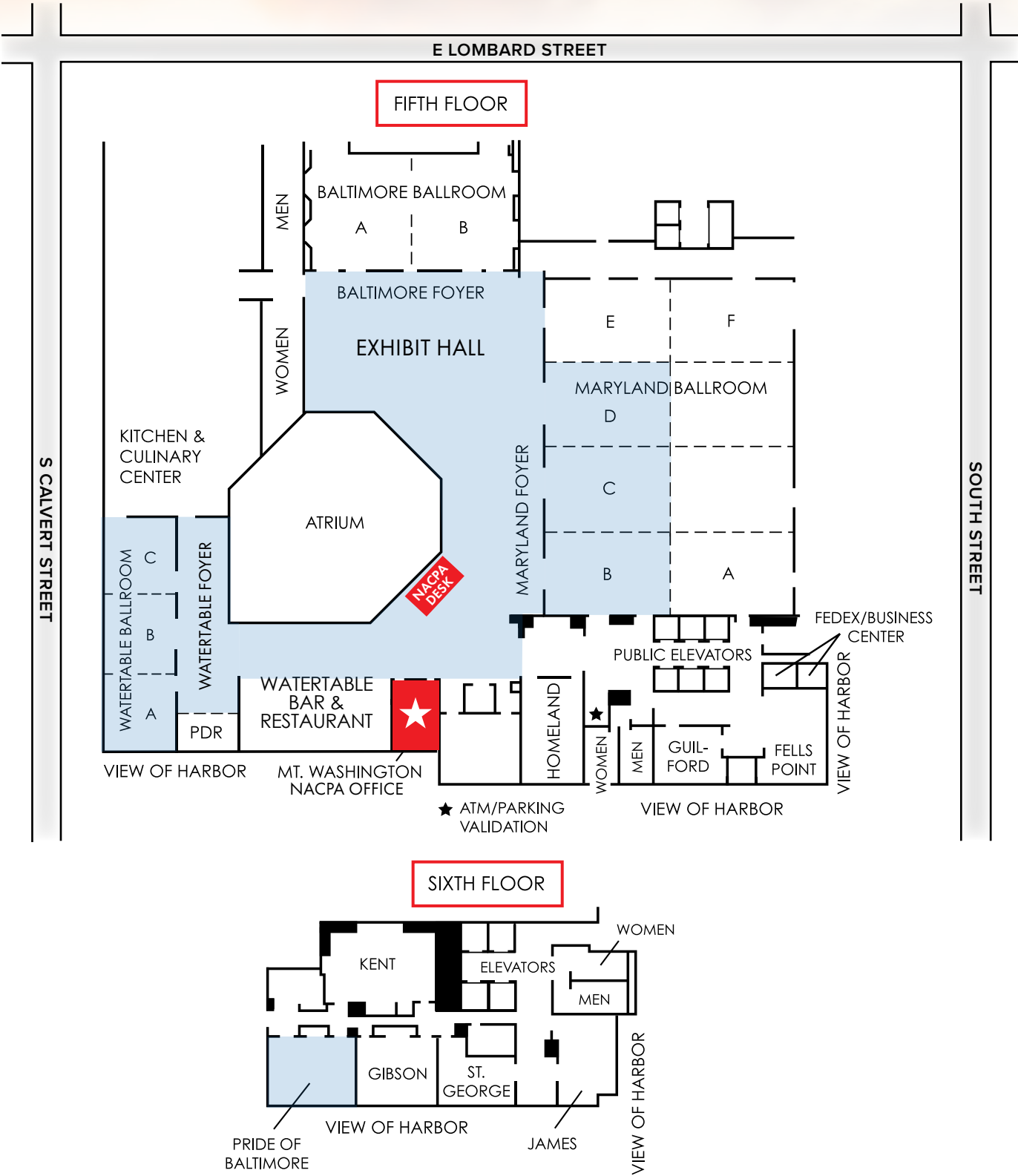
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RENAISSANCE BALTIMORE HARBORPLACE HOTEL



NACPA Convocation 2023: SCHEDULE AT A GLANCE

SUNDAY, APRIL 30		
1:00 – 4:00 p.m.	Exhibit set up	
2:00 – 3:00 p.m.	New Member Orientation - Open to Members, Meet the NACPA Board and new NACPA Friends	Location: Pride of Baltimore – 6th Floor
3:00 – 4:00 p.m.	HR Certificate Program Alumni Reception (Open to all Certificate Program Graduates)	Location: Pride of Baltimore – 6th Floor
5:00 – 6:00 p.m.	OPENING LITURGY	Location: The Basilica of the Assumption with Archbishop Lori Transportation provided at 4:15 & 4:45
6:30 – 7:30 p.m.	Opening Ceremony and Social	Location: Renaissance Exhibit Hall
MONDAY, MAY 1		
7:00 – 8:30 a.m.	Breakfast	Location: Exhibit Hall
8:00 – 8:30 a.m.	Morning Prayer	Location: Baltimore Ballroom
8:30 – 10:15 a.m.	OPENING PLENARY: Helen Alvaré — Religious Freedom After the Sexual Revolution	Location: Baltimore Ballroom
10:15 – 11:30 a.m.	BREAK	Location: Exhibit Hall
11:30 – 1:00 p.m.	CONCURRENT WORKSHOP SESSIONS	
	101 Compensation Evaluations in this Volatile Job Market	Location: B
	102 An Introduction to Professional Lay Ministry Standards for Hiring Agents	Location: C
	103 Future of Work from the Perspective of a Catholic Employer	Location: D
1:00 – 2:30 p.m.	Member Lunch / NACPA Meeting	Location: Watertable Ballroom
2:30 – 2:45 p.m.	BREAK	Location: Exhibit Hall
2:45 – 4:15 p.m.	CONCURRENT WORKSHOP SESSIONS	
	201 Church Security & Parish Safety	Location: D
	202 Future of Work Spaces: Assess, Plan, Act!	Location: C
	203 Understanding Church Retirement Benefits	Location: B
4:15 – 4:30 p.m.	Speaker Chats	Location: Exhibit Hall
5:00 – 5:30 p.m.	Thank You Baltimore! Tasting & Happy Hour	Location: Exhibit Hall
TUESDAY, MAY 2		
7:00 – 8:30 a.m.	Breakfast	Location: Exhibit Hall
8:00 – 8:30 a.m.	Morning Prayer	Location: Baltimore Ballroom
8:30 a.m. – 10:15 a.m.	OPENING PLENARY SESSION: Jackie Mulligan — An Invitation to Christ-Centered Wellness	Location: Baltimore Ballroom
10:15 – 11:30 a.m.	BREAK	Location: Exhibit Hall
11:30 – 1:00 p.m.	CONCURRENT WORKSHOP SESSIONS	
	301 Church Retirement Plans: Fiduciary Responsibilities, Protections & Opportunities	Location: B
	302 PANEL: Maternity and Paternity Policy and Programs: How and Why to Fund and Create	Location: C
	303 Spinning the HR Wheel of (mis)Fortune	Location: D
1:00 – 2:30 p.m.	Lunch on Your Own: See App for Area Restaurants	
2:30 – 4:00 p.m.	CONCURRENT WORKSHOP SESSIONS	
	401 Charity At Home: When Parishioners are also Employees	Location: B
	402 The Bermuda Triangle: ADA/FMLA/Workers Comp and How they All Play Together	Location: D
	403 Principles of Catholic Social Teaching and their Application to HR Policies and Practices	Location: C
4:00 – 4:15 p.m.	BREAK	Location: Exhibit Hall
4:15 – 5:45 p.m.	THREE ROUNDTABLE-STYLE ROOMS ON HOT TOPICS	
	501 Inclusion and Belonging	Location: B
	502 HR Onboarding	Location: D
	503 Effective Performance Reviews	Location: C
5:45 – 6:00 p.m.	Speaker Chats	Location: Exhibit Hall
6:30 – 7:00 p.m.	Social	Location: Watertable Foyer
7:00 – 9:00 p.m.	Closing Awards Banquet	Location: Watertable Ballroom

Convocation Adjourned — Thank You! — See You in 2024!



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NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS