

SALT LAKE CITY APRIL 27-29



CHURCH HR ELEVATED



IN THE CROSSROADS
TO THE WEST



NACPA 2025 | 54TH ANNUAL CONVOCATION



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 Diocese of Salt Lake City for hosting the 54th NACPA convocation. In particular, the Board of Directors is grateful to Bishop Oscar A. Solis for his generosity and to the following for their tremendous support and gracious gifts of time and talent.

The Diocese of Salt Lake City

Most Rev. Oscar A. Solis, D.D.
 Marylin Acosta
 Nell Cline
 Michael Courtney
 Very Rev. John S. Evans,
 Vicar General
 Candice Greenwald
 Mark Longe
 Dolores Lopez
 Marie Mischel
 Lorena Needham
 Nevah Stevenson
 Very Rev. Kenneth L. Vialpando,
 Vicar for Clergy
 Nikki Ward

Opening Liturgy, Sunday

Most Rev. Oscar A. Solis, D.D.
 Lorena Needham
 The Madeleine Choir School

Our Lady of Lourdes Catholic Church

Fr. Jaya Kumar Penugonda,
 Administrator

Mass on Monday and Tuesday

Very Rev. Kenneth L. Vialpando,
 Vicar for Clergy

Morning Prayers

Lorena Needham
 Director
 Office of Worship

NACPA Convocation Committee

Eileen Cull Valdez, Chair
 Nell Cline
 Jillian Green
 Regina Haney
 Barbara Keebler
 Dolores Lopez
 Geri Mesik
 Lisa Pinto
 Jessica Randazzo

Entertainment

Esperanza Elementary School
 Child Mariachi Band
 Scott Larrabee, Pianist

Design

Katherine Kremer
 Katherine Kremer Design

Printing

District Creative Printing Inc.
 William Van Wie
 Vice President

Editing

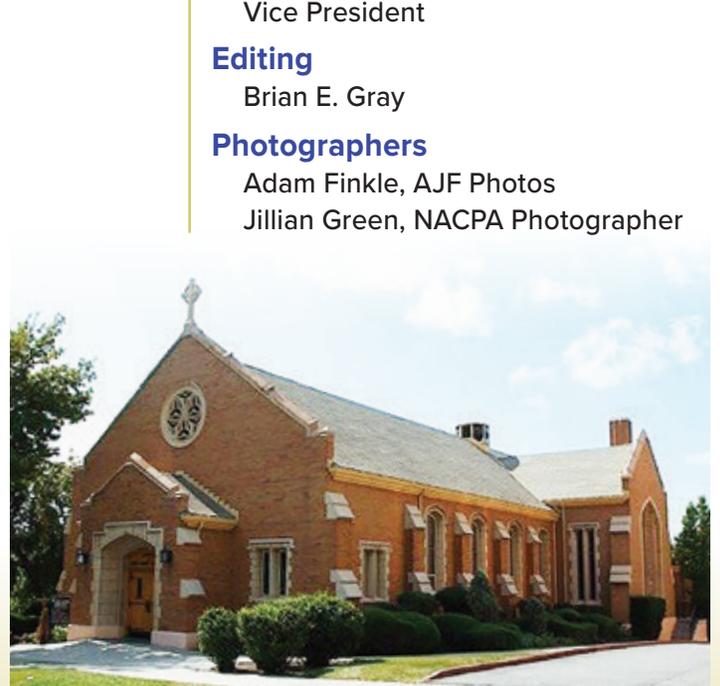
Brian E. Gray

Photographers

Adam Finkle, AJF Photos
 Jillian Green, NACPA Photographer



The Cathedral of the Madeleine



Our Lady of Lourdes Catholic Church

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SHRM/HRCI Credit Overview



This activity has been approved for 11 recertification credit hours of which 9.5 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 2025 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 **1.75** Business Credits

1.5 HR Credits

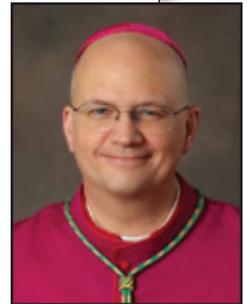


CHURCH HR ELEVATED IN THE CROSSROADS TO THE WEST



ARCHBISHOP OF DETROIT

April 27, 2025



To all NACPA Members, Speakers, Exhibitors and Sponsors,

Welcome to the 54th annual NACPA convocation in the beautiful Diocese of Salt Lake City. I am most grateful to my friend Bishop Oscar Solis for his warm hospitality and support for this meeting. I also thank the exceptional diocesan team that has worked so closely with the association in planning this convocation.

If it were possible, you can be certain I would be joining you. Instead I am 1,667 miles away in the Archdiocese of Detroit where I was honored to be installed last month as the sixth Archbishop. Rest assured that I will be holding all of you up in prayer when Bishop Solis celebrates the opening liturgy at Our Lady of Lourdes Church.

I also will greet you via video at the closing award ceremony on April 29. At that time I want to thank the Board of Directors and Dr. Regina Haney for presenting me with the NACPA 2025 Leadership Award. I am truly honored with this recognition and look forward to ongoing support for NACPA.

I also congratulate the Diocese of El Paso, including Bishop Mark Seitz and Patricia López Rueda, recipients of the 2025 Vision Award and to Dr. Dale Hoyt who is receiving the 2025 Service Award

I am grateful to the Board of Directors led by Annabelle Baltierra for her dedication and leadership and to our executive director, Regina Haney, for her great vision and innovations. Special recognition also is extended to Eileen Cull Valdez who has generously served as chair of the Board and of the convocation committee. Congratulations on your well deserved retirement, Eileen.

It also is a pleasure to acknowledge and celebrate board member Lawrence Sullivan who is a new auxiliary Bishop in the Archdiocese of Chicago.

I speak not only for myself but for my fellow bishops in letting you know that we have become increasingly reliant on our HR directors and administrators to recruit, hire, train — and retain — exceptional employees. You assist us in strategic planning and adjusting to the rapid changes in technology and workplace trends.

I am so impressed with NACPA's outstanding certification program that now has more than 100 graduates, the ongoing consultation services and webinar series. I've also been privileged to attend your convocation and have met many of you in person. I know this annual event is so valuable for ongoing education, spiritual renewal and networking.

I was so pleased to learn that your keynote speakers are Zip Rzeppa, the man behind Mater Media and the inspiring film *Cabrini* and my friend Sister Norma Pimentel, MJ, whose compassion and leadership as director of Catholic Charities in the Rio Grande Valley is outstanding and visionary. I also thank the many workshop speakers who have shared their talents this week.

Pope Francis has encouraged us to renew ourselves as "Pilgrims of Hope" — the theme of Jubilee 2025. In that spirit I pray that all of you will be reinvigorated with strength and hope during the Jubilee Year and beyond.

May God bless you abundantly,

Most Reverend Edward J. Weisenburger
Archbishop of Detroit

NACPA 2025 SALT LAKE CITY APRIL 27-29

DIOCESE OF SALT LAKE CITY
27 C STREET
FAX (801) 328-0328

TELEPHONE



(801) 328-8641 SALT LAKE CITY, UT 84103

OFFICE OF THE BISHOP

April 2025

Dear Brothers and Sisters in Christ,

Greetings of Christ's peace and love! In the name of the people of God of the Diocese of Salt Lake City I am pleased to extend a warm welcome to all the participants of the 54th annual convocation of the National Association of Church Personnel Administrators. We are deeply honored to serve as host for your national gathering. We embrace the mission of your organization to advocate leadership in human resources, finance and administration that models Gospel values and promoting justice in the workplace.

As our Holy Father, Pope Francis, has dedicated this year's Jubilee to "Pilgrims of Hope," he encourages us to make this jubilee year a special time to strengthen our faith that we might recognize the Risen Christ in our daily lives and "*invites all believers to embark on a spiritual journey toward a greater awareness of divine mercy and a deeper commitment to spreading love and compassion in the world.*"

I pray that your days together will be grace-filled and productive to strengthen your leadership skills in Human Resources, renew old and build new relationships, and share the values of the Catholic faith, along with your commitment to the mission and vision of NACPA.

With prayerful wishes for an enjoyable and fruitful meeting in our beehive state, as well as the blessings of peace and joy the season of Easter brings, I remain,

Sincerely yours in the Risen Lord,

A handwritten signature in black ink, appearing to read "Oscar A. Solis".

The Most Reverend Oscar A. Solis, D.D.
Bishop of Salt Lake City



CHURCH HR ELEVATED IN THE CROSSROADS TO THE WEST



April 27, 2025

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,

The convocation theme “Church HR Elevated” had a special impact on me when I arrived and saw firsthand the Salt Lake Valley surrounded by the beautiful Wasatch Mountains to the East and the Oquirrh Mountains to the West. Without doubt our spirits will be elevated in this amazing Crossroads to the West.

Let me begin with a note of deep gratitude to the Diocese of Salt Lake City. In particular, we are grateful to Bishop Oscar Solis for his generous support and to Dolores Lopez and Nell Cline and their colleagues for their collaboration and gifts of time and talent.

I send a message of thanks to the convocation committee led by Eileen Cull Valdez. The committee’s ongoing meetings help set the theme and identify two exceptional plenary speakers, Sister Norma Pimentel, MJ, and Zip Rzeppa. They also organized excellent workshops and planned “extracurricular” activities, including a visit to the inspiring Cathedral of the Madeleine and a special screening of the movie *Cabrini*—among other highlights.

Over the years our delegates have relied on the convocation exhibition to connect with their current vendors and reach out to new contacts. I am grateful to the industry leaders whom you will meet during the coming days. We appreciate their support as well as that of the generous sponsors who are integral to making this meeting a reality.

I also thank all our members for the opportunity to serve as your president. I am continually impressed by the exceptional participation of NACPA members in our committees, consultations, webinars, OnDemand series and other initiatives. I congratulate our talented and dedicated executive director, Regina Haney, for her leadership—and for the benchmark of reaching more than 100 graduates in our seminal Certificate Program for Those Moving from Secular to Church HR Responsibilities.

I look forward to visiting with you during the coming days and I wish you many blessings as we learn, celebrate and pray together in this beautiful Crossroads to the West.

Sincerely,

Annabelle Baltierra
President, NACPA Board of Directors





April 27, 2025

Dear Delegates, NACPA members, Colleagues in the Diocese of Salt Lake City,
“Blessed Mary, Mother of God, pray for me.”

These were the last words of Bernadette Soubirous, the young French peasant girl to whom Our Blessed Mother appeared in 1858.

It is a blessing that our opening liturgy today will be celebrated by Bishop Oscar Solis in the historic Our Lady of Lourdes Catholic Church. Like Salt Lake City, the city of Lourdes is surrounded by magnificent natural beauty and nestled among spectacular summits. Both cities are places to be inspired and seek spiritual renewal. That quest is on the minds of many of our delegates gathered here today for the 54th annual NACPA convocation.

Inspiration will certainly be found in the words of our keynote speakers. Sister Norma Pimentel, MJ, has spent her life creating a culture of compassion and kindness. Grace and humanity are at the heart of her ministry, drawing recognition and thanks from Pope Francis. Zip Rzeppa has embraced a lifelong mission to make Christ better known and loved through the media.

In addition, the convocation provides inspiration, knowledge and networking opportunities through its workshops, roundtables, daily prayer services and socials.

Be further inspired as you learn about NACPA’s many resources and programs this week. More than 100 individuals have graduated from our Certificate program, designed to help HR leaders transition from secular to Church HR. The webinar series is in its seventh year and is archived on the website for ongoing reference. The OnDemand initiative remains ever popular in complex times. “The HR Primer for Those in the Church Workforce” has emerged as an important member resource.

Personally I have been uplifted this past year by the engagement of the association’s hard-working and talented committee members. Their contributions to the convocation, marketing, webinars and other initiatives are invaluable. My gratitude includes Dolores Lopez and Nell Cline and their diocesan colleagues who have helped create this successful convocation. In particular, the association is grateful to Bishop Solis for his exceptional support and hospitality.

Finally, our members rejoice in the installation of our Episcopal Moderator as Archbishop of Detroit on March 18. Archbishop Edward Weisenburger has demonstrated unwavering support for NACPA and will be honored with our 2025 Leadership Award.

I wish you all a joyful and inspiring convocation. May Blessed Mary, Mother of God, inspire and guide us in our ongoing mission to promote justice in the workplace.

Sincerely,

Regina Haney, Ed.D.
Executive Director
NACPA



OPENING LITURGY

SUNDAY, April 27, 2025 | 5:00 PM



MOST REVEREND BISHOP OSCAR A. SOLIS D.D.

Pope Francis named Oscar A. Solis Bishop of Salt Lake City on January 10, 2017, making him the first Filipino American Catholic bishop and the first Asian American to lead a Catholic diocese. Prior to Salt Lake City, Pope John Paul II had appointed Bishop Solis as auxiliary bishop of Los Angeles on December 10, 2003.

Bishop Solis was ordained a priest of the Diocese of Cabanatuan in the Phillipines in 1979 and served as the rector of the minor seminary, secretary of the priest senate, school chaplain and director of vocations. He immigrated to the United States in 1984 and served parishes in the Dioceses of Newark and Houma Thibodaux.

Bishop Solis has held positions on various committees for the United States Conference of Catholic Bishops and currently is the chairman of the subcommittee on Asian and Pacific Affairs. In 2023 he received the Carnegie Corporation of New York's Great Immigrant Award, honoring naturalized U.S. citizens who have made significant contributions to American society, democracy and culture. Bishop Solis' motto is "Fiat voluntas tua" — "Thy will be done."

PLENARY SESSIONS

MONDAY, April 28, 2025 | 8:30 - 10:15 AM

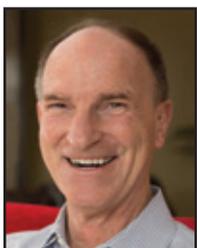


SISTER NORMA PIMENTEL, MJ

Creating a Culture of Compassion and Kindness in the Workplace 1.75 Business

Sister Norma is a sister with the Missionaries of Jesus. In her position with Catholic Charities, Sister oversees the charitable arm of the Diocese of Brownsville. Her ministry has led to her being praised by—and later meeting—Pope Francis and being featured on national TV and in social media and newspapers around the world. Sister Norma is the recipient of the Martin Luther King Jr. "The Dream Alive" award from Catholic Charities USA and she has spoken at the United Nations on women upholding human dignity. Grace and humanity have always been central to Sister Norma. As a child she wanted to be an artist and today she paints portraits of the Central American families she encounters.

TUESDAY, April 29, 2025 | 8:30 - 10:15 AM



ZIP RZEPPA

Building a Discipleship Culture: Strategies for HR Professionals in the Workplace 1.75 Business

Zip Rzeppa is the Founder of Mater Media whose mission is to "make Jesus more known and more loved by more people—through media." As a not-for-profit apostolate, Mater Media publishes Catholic books, works with major motion picture producers on uplifting movies and documentaries (such as the recent *Cabrini*) and provides the Celebrate Catholic Marriage Experience to inspire and strengthen marriages in parishes nationwide. In an earlier career, Zip was a popular TV sportscaster in Boston, Cincinnati and St. Louis. Turning to a life of service, he did door-to-door evangelization in inner city parishes. Zip is the author of a teen novel, *My Rock and Salvation* and an autobiography, *For a Greater Purpose*.

PROGRAM AND WORKSHOPS

SUNDAY, APRIL 27

- 11:00 a.m. – 1:30 p.m. Film Screening: *Cabrini* **Location: Olympus**
12:30 – 1:15 p.m. Cathedral Tour (45 Min, transportation provided; return to hotel by 1:45)
2:00 – 2:50 p.m. New Member Orientation - Open to Members, Meet the NACPA Board **Location: Sundance**
3:00 – 3:15 p.m. Divine Mercy Chaplet **Location: Sundance**
3:30 – 4:15 p.m. HR Certificate Program Alumni Reception **Location: Sundance**
1:00 – 3:00 p.m. Exhibitor Check in at the NACPA Main Desk and Setup, in the Exhibit Hall

5:00 – 6:00 p.m. **OPENING LITURGY** **Location: Our Lady of Lourdes Catholic Church**
MOST REVEREND BISHOP OSCAR A. SOLIS
(4:45 depart for Our Lady of Lourdes, transportation provided from hotel)

6:15 – 7:15 p.m. Opening Ceremony and Social **Location: Olympus**

MONDAY, APRIL 28

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

8:30 – 10:15 a.m. **OPENING PLENARY:** **Location: Capitol Ballroom**
SR. NORMA PIMENTEL, MJ
Creating a Culture of Compassion and Kindness in the Workplace  **Business**

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



Bell Canyon Granite Hiking Trail

PROGRAM AND WORKSHOPS

MONDAY, APRIL 28

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 1

101

1.5 Business

Leadership Skills Needed to Ensure a Workplace Culture of Wellbeing for the Employees and Ultimate Success of the Organization

Location: Olympus A

Kathleen Schulz, Global Innovation Leader, Organizational Wellbeing, Gallagher, kathleen_schulz@ajg.com

As employee expectations continue to evolve, organizations struggle to keep up. Despite significant time, energy and budget allocated to employee physical, emotional, financial and career wellbeing, progress is slow. In this session the speaker will review data on changing organizational priorities, generational characteristics and the need for leader skills in areas like trust-building, empathy and recognition and discuss how all these areas connect in the pursuit of organizational wellbeing.

ABOUT THE SPEAKER

Kathleen Schulz is Gallagher's Global Innovation Leader for Organizational Wellbeing. Prior to Gallagher, she spent 19 years leading occupational health and wellness programs at Campbell Soup Company. Her expertise lies in designing integrated approaches to organizational wellbeing by connecting culture, behavior, risk and outcomes. Kathleen has a MS in Organizational Development from St. Joseph's University in Philadelphia and a BS in Cardiovascular Health from Northeastern University in Boston.

102

1.5 HR

Fostering a Culture of Belonging - Embracing Diversity

Location: Olympus B

Joy Doyle, MBA, SHRM-CP, Director, Human Resources, Sisters of St. Joseph – Baden, PA., jdoyle@stjoseph-baden.org

Stephanie Swan, PHR, Human Resources Director, Sisters of the Holy Names of Jesus and Mary, U.S. – Ontario Province, sswan@snjmuson.org

In this session, participants will explore synergies between Catholic social teaching and the universal principles of diversity, equity and Inclusion. Religious organizations need to mirror the openness that Jesus demonstrated during His short time on earth. Jesus called a diverse group of disciples to follow Him and He calls us to build unity in the Church today. HR goes beyond compliance training to promote a respectful environment in our offices, parishes, schools and cemeteries, enabling employees to feel heard and supported.

ABOUT THE SPEAKERS

For the past two decades, Joy Doyle has worked with faith-based and nonprofit organizations. She currently serves at the Sisters of Saint Joseph in Western Pennsylvania. She brings experience in the areas of employee relations, recruitment and retention, compliance, as well as training and development. She completed her undergraduate and graduate degrees from Geneva College and is SHRM-CP certified.

Stephanie has worked in the HR field for the past 25 years, currently serving as the Human Resources Director of the Sisters of the Holy Names of Jesus and Mary in Portland, Oregon. She is a graduate of Oregon State University with a degree in Business Administration/Health Care Administration and holds a PHR certification. Stephanie finds the most joy in her work doing new employee onboarding and training.

PROGRAM AND WORKSHOPS

MONDAY, APRIL 28

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 1 (CONT'D)

103

1.5 HR

Managing the Employee Lifecycle: Pointers from Recruitment Through Separation Roundtable

Location: Amethyst

Eric Allen Kauk, Esq., LL.M., Tax and Benefits Attorney, Catholic Benefits Law, eric.kauk@catholicbenefitslaw.com

Sarah Fogler, SPHR SHRM-CP, HR Officer, The Diocese of Richmond, sfogler@richmonddiocese.org

Recruiting, developing and retaining good employees while parting ways with poor performers is crucial for every institution's success. Honest evaluations and coaching are key, but managing the employee lifecycle requires skills, knowledge and systems. Compliance challenges can lead to failure. This presentation highlights common missteps, offers real-world tips to retain top talent and recommends policies to protect against "bad apples" who misuse confidential information and systems.

ABOUT THE SPEAKERS

Eric Allen Kauk is a diocesan tax and benefits attorney with 16 years of experience exclusively advising the Church. Eric was educated at Georgetown Law and holds bachelor's and master's degrees in accounting. He is a prolific author, appearing in *Harvard Law* and *Rutger's Law* among other publications. Eric serves on multiple boards and is "of counsel" to the Catholic Benefits Association. He also serves as legal counsel to many U.S. Catholic arch/dioceses.

Sarah Fogler, HR Officer, is an experienced national presenter with more than 25 years in HR organizations ranging from 15 to 30,000 employees. She is SPHR and SHRM-CP certified and has supported the NACPA organization through presenting at past convocations and volunteering with the certificate program. She currently serves on the NACPA Board of Directors.

1:00 – 2:30 p.m.

Member Lunch/NACPA Meeting Location: Capitol Ballroom

2:30 – 2:45 p.m.

BREAK Location: Exhibit Hall



Salt Lake City Street



Salt Lake City Sunset



PROGRAM AND WORKSHOPS

MONDAY, APRIL 28

2:45 – 4:15 p.m.

CONCURRENT WORKSHOP SESSIONS 2

201

Shield of Faith: The Ministerial Exception

1.5 Business

Location: Olympus A

Eric Allen Kauk, Esq., LL.M., Tax and Benefits Attorney, Catholic Benefits Law, eric.kauk@catholicbenefitslaw.com

The ministerial exception provides important protections from challenges to dioceses and Church employers. Despite being one of the strongest and far-reaching tools, this shield of faith is widely misunderstood. This presentation takes a deep dive into the practical ways that HR can utilize the ministerial exception to protect dioceses and other Church employers. Attendees will come away from this presentation with expertise and tools they can use immediately.

ABOUT THE SPEAKER

Eric Allen Kauk is a diocesan tax and benefits attorney with 16 years of experience exclusively advising the Church. Eric was educated at Georgetown Law and holds bachelor's and master's degrees in accounting. He is a prolific author, appearing in *Harvard Law* and *Rutger's Law* among other publications. Eric serves on multiple boards and is "of counsel" to the Catholic Benefits Association. He also serves as legal counsel to many U.S. Catholic arch/dioceses.

202

Slam Dunk Team Building Strategies for Budgets of all Sizes

1.5 HR

Location: Olympus B

Dr. Jeff Andrini, President, The Ascent Initiative and Director of Evangelization and Discipleship, Diocese of Owensboro, jeff@ascentinitiative.com

Fostering high morale, treating employees like the most important resource they are and creating a vibrant workplace are essential tools for our mission. Practicing compassion and kindness starts with employees. Join Jeff Andrini to learn a spectrum of strategies and resources to incorporate simple activities into a busy schedule at the office, all the way to budgeting for an annual off-site retreat/team building experience. Investing in your team is time—and sometimes money—well spent.

ABOUT THE SPEAKER

Dr. Jeff Andrini is the President of The Ascent Initiative, a 501c3 specializing in teaching discipleship, leadership and systems management through excellence in Catholic theology and pastoral practice. He has served in full-time parish and consulting ministries since 1990 and currently serves as the Director of Evangelization and Discipleship for the Diocese of Owensboro.

PROGRAM AND WORKSHOPS

MONDAY, APRIL 28

2:45 – 4:15 p.m.

CONCURRENT WORKSHOP SESSIONS 2 (CONT'D)

203

Communication and Evaluation System

1.5 Business

Location: Amethyst

SharonAnn Smith, MSA, SPHR, SHRM-CP, Executive Director of Human Resources, Sisters of Notre Dame De Namur U.S. East West Province, sasmith@ewsndden.org

Julie Shea, PHR, Benefits Director, Sisters of Notre Dame De Namur U.S. East West Province, jshea@ewsndden.org

This session will explore the benefits of a performance system designed to support the fundamental interaction between people, the work and the mission. The speakers are HR leaders dedicated to assessment, engagement and the development of a talent pool to meet organizational objectives. They will explore how to understand an employer’s goals and innovative ways to achieve them. You will learn how to take your organization from “Good-to-Great” through performance management and leadership development programs.

ABOUT THE SPEAKERS

SharonAnn Smith is the Executive Director of Human Resources, Sisters of Notre Dame De Namur. She manages the implementation of all Human Resources functions, including the application of employment policies and procedures, compensation management, employee benefits, workmen’s compensation, recruitment, state and federal compliance and employee relations. In her role she serves as a resource to the employees and as an adviser to the U.S. East/West Leadership Team.

As the Director of Benefits and Recruitment, Julie Shea is responsible for the development and implementation of comprehensive benefits programs designed to enhance employee satisfaction and retention, while also driving innovative recruitment strategies to attract top talent. Julie is also the author of the quarterly HR newsletter that provides valuable information to employees at all SND locations. Julie has her BS from Keene State College, her HRCI PHR certification and held various roles in HR for 14 years.

5:00 – 5:30 p.m.

THANK YOU SALT LAKE CITY HAPPY HOUR

Sponsored by Mutual of America Financial GroupSM Location: Exhibit Hall



Ensign Peak Nature Park

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 29

7:00 – 8:30 a.m. Continental Breakfast **Location: Exhibit Hall**

7:00 – 7:30 a.m. Mass **Location: Sundance**

7:30 – 8:00 a.m. Morning Prayer **Location: Capitol Ballroom**

8:30 – 10:15 a.m. **OPENING PLENARY:** **Location: Capitol Ballroom**
 Building a Discipleship Culture:
 Strategies for HR Professionals in the Workplace **1.75 Business**
ZIP RZEPPA

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

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 3

301

1.5 Business

A Perfect Storm: How Human Resources is Weathering Chapter 11 and Reimagining 61 Parishes into 30

Location: Olympus A

Joann Pelipesky, Executive Director, Human Resources, Archdiocese of Baltimore, joann.pelipesky@archbalt.org

Molly Fern, Employee Relations Manager, Archdiocese of Baltimore, mfern@archbalt.org

They say when it rains it pours and this past year has definitely provided many opportunities for the HR team to lead and engage the Archdiocese of Baltimore's 4,000-plus employees. How did the HR department support the closing of more than 30 parishes and handle all the employee relations, while at the same time maintaining the highest level of HR leadership for the Chapter 11 proceedings? This session will share our approach and the business plans describing how we survived.

ABOUT THE SPEAKERS

Since January 2022 Joann Pelipesky has been Executive Director, Human Resources and Benefits for the Archdiocese of Baltimore. She comes from an extensive background in human resources management in the corporate and nonprofit arenas and holds both an MBA and MS from The Johns Hopkins University as well as a BS in Science from Seton Hill University.

Molly Fern has served as Employee Relations Manager in the Archdiocese of Baltimore for more than 18 years. She holds an MA in Management from Notre Dame University of Maryland and an MS in Instructional Technology from Towson University.

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 29

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)

302

Innovate to Elevate: AI and Technology in HR and Benefits

1.5 Business

Location: Olympus B

Sommer Mason, CCP, Regional Senior Vice President, Central Region, HR and Compensation Consulting Practice, Gallagher, Sommer_Mason@ajg.com

As organizations face increasing complexity in managing HR and health and benefits, technology — particularly artificial intelligence — offers transformative solutions. This presentation highlights the critical need for buy-in and understanding of how AI and digital tools can drive organizational goals, streamline operations and enhance decision-making. Attendees will explore practical applications of AI, learn how technology improves efficiency and outcomes and gain insights into fostering a culture that embraces digital innovation for sustained success. Participants will understand the role of AI in HR and benefits, see how to drive technology adoption across teams, learn how to enhance operational efficiency with AI, and how to align AI solutions with organizational goals.

ABOUT THE SPEAKERS

Sommer Mason began her career in technology in 1998 and moved into Human Resources as a Compensation Analyst in 2000. Prior to joining Gallagher in November 2016, she served in compensation and benefits leadership roles within Human Resource Departments. Her primary role is to prepare and present Gallagher's Human Resources and Compensation resources to prospective clients. She is involved in special projects related to Human Resources and Compensation Consulting. Sommer's strong analytical skills, strategic approach and commitment to excellent customer service makes her a trusted advisor to both clients and her Gallagher team. She holds BS in Management Information Systems from Louisiana Tech University and is a Certified Compensation Professional (CCP) and Lean Six Sigma Green Belt.



Great Salt Lake

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 29

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)

303

1.5 Business

DOL and Your Church Retirement Plan: Maximizing Plan Efficiency and Participant Outcomes

Location: Amethyst

Mary Brunson, AIF®, Co-Founder and Vice-President, Investing for Catholics, Mary@ifa.com

Sweeping changes in the DOL's Secure 2.0 Act delivered significant shifts to defined contribution retirement plans. While many, if not most, of those requirements are in the process of implementation, many optional provisions are worthy of significant discussion to understand the pros and cons of adopting them, and to consider the financial and administrative impact on both plan sponsors and participants.

ABOUT THE SPEAKER

Mary Brunson is Co-founder of Investing for Catholics, a division of Index Fund Advisors, Inc. She provides fiduciary advice to Catholic church retirement plans. Mary is co-author of *Tending the Flock: Shepherding Catholic Retirement Plans*, numerous articles and papers. Mary is the former National Chair of the Spirituality Commission for the National Council of Catholic Women and a Board of Trustees member for Orange Catholic Foundation. She is a graduate of University of California, Irvine.

1:00 – 2:30 p.m. Free time, lunch not provided. See App for area restaurants.

2:30 p.m. Exhibit Hall closes

TUESDAY, APRIL 29

2:30 - 4:00 p.m.

CONCURRENT WORKSHOP SESSIONS 4

401

1.5 Business

The "Jeopardy" that is HR in the Church

Location: Amethyst

Sarah Fogler, SPHR SHRM-CP, HR Officer, The Diocese of Richmond, sfogler@richmonddiocese.org

Bethany Seay, SHRM-SCP, Assistant Director of Human Resources, The Diocese of Richmond, bseay@richmonddiocese.org

The workplace isn't a game, but lots of employees like to play them with us. Using the popular *Jeopardy* game show model, we will explore some common and uncommon employee relations issues and touch on our experiences in the workplace. Join us in this interactive session to test your knowledge, win some Church cash, and share what games your employees might be playing with you that you might not know the rules to play.

ABOUT THE SPEAKERS

Sarah Fogler, HR Officer, is an experienced national presenter with more than 25 years in HR organizations ranging from 15 to 30,000 employees. She is SPHR and SHRM-CP certified and has supported the NACPA organization through presenting at past convocations and volunteering with the certificate program. She currently serves on the NACPA Board of Directors.

Bethany Seay, Assistant Director of Human Resources, specializes in nonprofit management and specialty/niche technology. Bethany loves finding creative, mutually beneficial solutions and is committed to HR innovation and streamlining the employee experience. She is SHRM-SCP certified.

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 29

2:30 - 4:00 p.m.

CONCURRENT WORKSHOP SESSIONS 4 (CONT'D)

402

1.5 HR

Beyond Peanut Butter: Meaningful Strategies for Internal Pay Equity

Location: Olympus A

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

Allison Lee, CCP, Consultant, allison@compensationconnections.com

Internal pay equity is an important and complex topic for Catholic employers to consider, especially given our commitment to just treatment in the workplace. Join us to explore strategies for setting employee pay in an equitable manner and moving people through the pay ranges when the organizational culture is 'spread the peanut butter' — everyone receives the same pay increase.

ABOUT THE SPEAKERS

Kathy Marek also has more than 30 years experience in HR. 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.

Allison Lee has eight years of experience in compensation program design, market studies, pay equity analysis and more. She has worked with archdioceses, dioceses, parishes and schools. Allison is a Certified Compensation Professional (CCP) through World at Work.



Mount Olympus

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 29

2:30 - 4:00 p.m.

CONCURRENT WORKSHOP SESSIONS 4 (CONT'D)

403

1.5 Business

PANEL:

Employee Benefits with a Catholic Lens 2.0, an update

Location: Olympus B

Robert Smedley, CEO, Matthias Group, smedley@matthpiasgrp.com

Jason Coon, Vice President, Catholic Benefits Association, jasoncoon@catholicbenefitsassociation.org

Eric Allen Kauk, Esq., LL.M., Tax and Benefits Attorney, Catholic Benefits Law, eric.kauk@catholicbenefitslaw.com

Bob Roper, Director of Human Resources, Archdiocese of Kansas City in Kansas, broper@archkck.org

Continuing the conversation begun at the 2024 Convocation in Kansas City, and in response to membership requests, the speaker panel will reset the stage for those new to this discussion and provide important updates regarding the legal, political and cultural landscape that impacts employee benefit plans.

ABOUT THE SPEAKERS

Robert Smedley is the owner and president of the Matthias Group, the nation's only pharmaceutical benefit management (PBM) consulting firm that exclusively serves Catholic dioceses, orders and other religious institutions. Robert began his career in employee benefits consulting in 2004 with an insurance agency that served the Catholic Church. Later he focused on helping clients comply with new benefit mandates without violating the tenets of the faith. Matthias Group has saved clients millions of dollars in premiums while protecting the Catholic identity of employee benefits plans.

During his 28 years in the insurance industry, Jason Coon has led strong customer service and claims processing teams, established strong customer relationships and superior service models and helped to grow the innovative technology sales business. As Vice President of the Catholic Benefits Association, Jason is committed to innovating a new Catholic standard for health plans while creating cost effective Catholic health and benefit solutions.

Eric Allen Kauk is a diocesan tax and benefits attorney with 16 years of experience exclusively advising the Church. Eric was educated at Georgetown Law and holds bachelor's and master's degrees in accounting. He is a prolific author, appearing in *Harvard Law* and *Rutger's Law* among other publications. Eric serves on multiple boards and is "of counsel" to the Catholic Benefits Association. He also serves as legal counsel to many U.S. Catholic arch/dioceses.

Bob Roper is Director of Human Resources, Archdiocese of Kansas City in Kansas. He joined the archdiocese in November, 2022. Previously Bob served for nine years as Director of Human Resources, Diocese of Kansas City-St. Joseph, which followed a 28-year career in corporate HR. During his time in HR he has managed through the arrival of the desktop computer, FMLA and the ADA, then Y2K, the 2008 recession and Covid days.

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

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 29

4:15 – 5:45 p.m.

ROUNDTABLE – SESSIONS 501 - 503

Roundtable Discussions following the OnDemand Format

Roundtable sessions will be in the style of NACPA’s Members-Only, OnDemand Discussion Series. Each room will feature moderators with expertise in the field. Sessions will begin with a short topic introduction from the moderator and then break into small groups for focused discussions in order to share challenges and possible solutions. Participants then will reconvene to impart findings and further explore unanswered needs. The takeaways and resources shared will be gathered and made available on the Attendees Only Resources Site following the convocation.

Roundtable 501

1.5 HR

HR 101 – Unraveling the Threads - Addressing Your Unanswered HR Questions

Location: Olympus A

Maureen Fontenot, PHR, SHRM-CP and **Sarah Fogler**, SPHR, SHRM-SCP

Join a dynamic roundtable to discuss your unanswered HR questions following the convocation presentations. Experts will briefly present, then the facilitator will open dialogue to explore questions that will unravel challenges, alternative approaches, and emerging trends. Engage in peer-to-peer learning, network, and gain practical insights into modern HR practices.

Roundtable 502

1.5 Business

Immigration and HR - Navigating Change

Location: Olympus B

Patricia Lopez, MAPS and **Aden Batar**

Experts will lead a discussion on recent immigration executive orders and their HR impact. Explore evolving regulations, practical challenges, compliance strategies, and ethical considerations including I-9 verification, visa sponsorship, and workplace compliance for maintaining a diverse workforce.

Roundtable 503

1.5 HR

EAP - Bundled vs. Stand-Alone: Which Path is Right for Your Organization?

Location: Amethyst

Tiara Hatfield, MBA, SHRM-CP and **Wayne Gledhill**

Join our facilitator and subject matter specialists for an engaging roundtable discussion exploring the critical decision of implementing an Employee Assistance Program (EAP). This session will delve into the nuanced differences between bundled EAPs, integrated within existing health plans, and stand-alone EAPs, offered as independent services.

5:45 p.m. *Sessions Conclude*

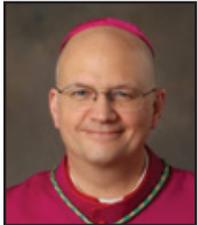
6:30 – 7:00 p.m. Social **Location: Capitol Ballroom Prefunction**
Entertainment – Esperanza Elementary School Child Mariachi Band

7:00 – 9:00 p.m. Closing 2025 Awards Banquet **Location: Capitol Ballroom**

9:30 – 11:00 p.m. Karaoke After Party – Cash Bar **Location: Capitol Ballroom**

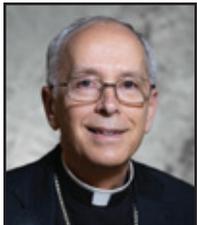
**Convocation adjourned. Thank you for attending.
Please join us in New Orleans for NACPA 2026.**

THE NACPA 2025 AWARDS



ARCHBISHOP EDWARD J. WEISENBURGER
LEADERSHIP AWARD
NACPA 2025

Archbishop Edward J. Weisenburger’s leadership in support of NACPA has been truly remarkable. In his role as Episcopal Moderator since 2021, he has provided guidance and encouragement as well as advancing the importance of NACPA’s mission to promote justice in the workplace. The archbishop’s advocacy has taken various forms, including reaching out to his fellow bishops, facilitating discussions, offering resources for programs and attending and supporting the convocation.



THE CATHOLIC DIOCESE OF EL PASO
VISION AWARD
NACPA 2025

NACPA salutes the Catholic Diocese of El Paso for its longtime vision in providing service to migrants and for its commitment to reaching out to all those marginalized and in need. The diocese has ultimately created a community that shares the joy of the Gospel. The Most Reverend Mark J. Seitz, D.D., the sixth bishop of El Paso,

has focused his work and heart on the vulnerable and poor. Patricia López Rueda, MAPS is the Chancellor and Director of Human Resources.



DALE R. HOYT, ED.D.
SERVICE AWARD
NACPA 2025

Dr. Dale R. Hoyt, Vice President for Education, Adelbrook, has served as moderator for the NACPA OnDemand Series since its inception in 2020. Dr. Hoyt has truly excelled in enhancing the program to greatly benefit association members. His dedication, knowledge and insight have played a pivotal role in catapulting the success of the program far beyond expectations. Through exceptional direction, OnDemand has become a forum where members can meet with confidence via Zoom to discuss challenges and issues.

THE SIGNIFICANCE OF THE NACPA AWARDS

The NACPA Awards are given annually by the association at the discretion of the Board of Directors.

The Leadership Award – The NACPA Leadership Award recognizes a current member or member organization that has provided invaluable service to support the mission of the association. This award honors individuals or organizations that have demonstrated initiative, collaboration and creativity.

The Vision Award – The NACPA Awards are awarded annually by the association’s Board of Directors. The Vision Award recognizes exemplary vision on behalf of justice in the Church workplace and support for

NACPA. It honors individuals or organizations that have demonstrated strategic leadership and a commitment to lifelong learning and visionary leadership.

The Service Award – The NACPA Service Award acknowledges individuals or organizations that have provided exceptional support for the association. This award frequently recognizes the commitment and counsel provided by board members and other individuals who have devoted extensive time and service.

AWARDEES 2016 – 2024

NACPA conducts an annual, national awards program to recognize members and organizations for their leadership, vision and exemplary service.

2024 Kansas City

RICARDO SERRANO VISION AWARD
ARCHDIOCESE OF MIAMI LEADERSHIP AWARD
PHIL BUSHNELL SERVICE AWARD
EILEEN CULL VALDEZ SERVICE AWARD

2023 Baltimore

MARK CHOPKO VISION AWARD
FR. EUGENE POCERNICH LEADERSHIP AWARD
MARY KESSLER OUTSTANDING SERVICE AWARD

2022 Albuquerque, New Mexico

MARY E. SANTI VISION AWARD
FR. FRANK DONIO LEADERSHIP AWARD
JOSEPH T. SMITH OUTSTANDING SERVICE AWARD
LIZ ALLEN WITH GRATITUDE
BEVERLY D. ESCAMILLA WITH GRATITUDE

2021 Baltimore, Maryland (Virtual)

MAUREEN FONTENOT VISION AWARD
FR. ED PRATT LEADERSHIP AWARD
CHRISTINE HAGEN SERVICE AWARD
MARY SANTI SERVICE AWARD

2019 San Antonio, Texas

EDWARD P. ISAKSON VISION AWARD
ARCHDIOCESE OF SEATTLE LEADERSHIP AWARD
RICHARD (RICARDO) SERRANO SERVICE AWARD
CERTIFICATE PROGRAM DESIGNER APPRECIATION AWARD

2018 Niagara Falls, New York

CAROL FOWLER VISION AWARD
REGINA McCURDY LEADERSHIP AWARD
MAUREEN FONTENOT SERVICE AWARD

2017 Nashville, Tennessee

MSGR. PATRICK POLLARD VISION AWARD
BISHOP DAVID ZUBIK THE BOARD AWARD
WILLIAM P. DALY BOARD SERVICE AWARD

2016 Oklahoma City, Oklahoma

TERRY ROBINSON VISION AWARD
ARCHDIOCESE OF CINCINNATI THE BOARD AWARD
TERRI WILHELM BOARD SERVICE AWARD

BOARD OF DIRECTORS AND ASSOCIATION STAFF

NACPA is led by a visionary and dedicated Board of Directors who generously give their time and talents to advancing workplace justice.

EXECUTIVE COMMITTEE



Annabelle Baltierra



Tina Kohrmann



Tiara Hatfield

BOARD OF DIRECTORS

Episcopal Moderator

Archbishop Edward J. Weisenburger
Archdiocese of Detroit

President

Annabelle Baltierra, SPHR, SHRM-SCP
Former Senior Director of Human Resources
Archdiocese of Los Angeles
Los Angeles, CA
annabelle.b07@gmail.com

President-Elect

Tina Kohrmann
Director of Human Resources
Diocese of Belleville
Belleville, IL
tkohrmann@diobelle.org

Treasurer

Tiara Hatfield, SHRM-CP
Director of Human Resources and Risk Management
Diocese of Davenport
Davenport, IA
hatfield@davenportdiocese.org

MEMBERS

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

Rob Reid, JD
Director of Human Resources
Archdiocese of Cincinnati
Cincinnati, OH
rreid@catholicaoc.org

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

Joy Doyle, MBA, SHRM-CP
Director of Human Resources
Sisters of St. Joseph
Baden, PA
jdoyle@stjoseph-baden.org

Auxiliary Bishop Lawrence Sullivan
Vicar General
Archdiocese of Chicago
Chicago, IL
lsullivan@archchicago.org

Regina M. Haney, Ed.D. (ex officio)
Executive Director
NACPA
Alexandria, VA
nacpa@nacpa.org

NATIONAL OFFICE

2121 Eisenhower Avenue, Suite 200
Alexandria, VA 22314
Phone: 571-551-6064

Regina M. Haney, Ed.D.
Executive Director
Phone: 571-551-6064
nacpa@nacpa.org

Jessica Randazzo
Project Manager
jrandazzo@nacpa.org

Jillian Green
Project Manager
jgreen@nacpa.org

Brian Patterson
Finance Manager
bpatterson@nacpa.org

Barbara A. Keebler
Director Marketing & Communications
bkeebler@nacpa.org

BOARD COMMITTEES *Chairs

EXECUTIVE

***Annabelle Baltierra**, SPHR, SHRM-SCP
annabelle.b07@gmail.com

Tina Kohrmann
Diocese of Belleville
tkohrmann@diobelle.org

Tiara Hatfield, MBA, SHRM-CP
Diocese of Davenport
hatfield@davenportdiocese.org

FINANCE

***Tiara Hatfield**, MBA, SHRM-CP
Diocese of Davenport
hatfield@davenportdiocese.org

Auxiliary Bishop Lawrence Sullivan
Archdiocese of Chicago
lsullivan@archchicago.org

Cléopâtre McCormick
Rosary Academy
cmccormick@rosaryacademy.org

Annabelle Baltierra, SPHR, SHRM-SCP
annabelle.b07@gmail.com

Rob Reid, JD
Archdiocese of Cincinnati
rreid@catholiccincinnati.org

MARKETING/MEMBERSHIP

***Tiara Hatfield**, MBA, SHRM-CP
Diocese of Davenport
hatfield@davenportdiocese.org

Patricia López Rueda, MAPS
Diocese of El Paso
plopez@elpasodiocese.org

Cassie Hall
Diocese of Helena
chall@dohmt.org

Barbara Keebler
NACPA
bakeebler@gmail.com

Marian Enriquez, PHR, SHRM-CP
Diocese of Phoenix
menriquez@dphx.org

Shannon Syzek
Archdiocese of Denver
shannon.syzek@archden.org

Jillian Green
NACPA
jgreen@nacpa.org

2025 CONVOCATION

***Eileen Cull Valdez**, SPHR, SHRM-SCP
Diocese of Des Moines
evaldez@dmdiocese.org

Lisa Pinto, SPHR, SHRM-SCP
Archdiocese of Miami
lpinto@theadom.org

Barbara Keebler
NACPA
bakeebler@gmail.com

Nell Cline, SHRM-SCP
Diocese of Salt Lake City
nell.cline@dioslc.org

Geri Mesik, PHR
Congregation of St. Joseph
gmesik@csjinitiatives.org

Dolores Lopez
Diocese of Salt Lake City
dolores.lopez@dioslc.org

Jessica Randazzo
NACPA
jrandazzo@nacpa.org

WEBINAR DESIGN TEAM

***Liz Allen**, SPHR, SHRM-SCP
Diocese of Portland, ME
elizabeth.allen@portlanddiocese.org

Annabelle Baltierra, SPHR, SHRM-SCP
annabelle.b07@gmail.com

Tina Kohrmann
Diocese of Belleville
tkohrmann@diobelle.org

Barbara Keebler
NACPA
bakeebler@gmail.com

Joe'l DeYoung
Diocese of Pueblo
jdeyoung@dioceseofpueblo.org

Jillian Green
NACPA
jgreen@nacpa.org

CERTIFICATE PROGRAM

***Maureen Fontenot**, PHR, SHRM-CP
Diocese of Lafayette, LA
mfontenot@diolaf.org

Mary E. Santi, JCL, MDIV
mary@rmsanti.com

Mr. Guilherme "G" Lopes, MPS.
Neumann University
lopesg@neumann.edu

Lisa Pinto, SPHR, SHRM-SCP
Archdiocese of Miami
lpinto@theadom.org

Jillian Green
NACPA
jgreen@nacpa.org

Judi Stanaitis
Neumann University
stanaitj@neumann.edu

Louise Whitelaw, PhD
Neumann University
whitelal@neumann.edu

Sarah Fogler, SPHR, SHRM-SCP
Diocese of Richmond
sfogler@richmonddiocese.org

ONDEMAND

***Beverly Escamilla**, PHR, SHRM-CP
Diocese of Beaumont
bescamilla@dioceseofbmt.org

Tina Kohrmann
Diocese of Belleville
tkohrmann@diobelle.org

Jessica Randazzo
NACPA
jrandazzo@nacpa.org

Tracy E. Casey, OFS, SHRM-SCP
Diocese of Bridgeport
tracy.casey@diobpt.org

Joy Doyle, MBA, SHRM-CP
Sisters of St. Joseph
Baden, PA
jdoyle@stjoseph-baden.org

Tracey Jacobsen
Diocese of Davenport
jacobsen@davenportdiocese.org

Rose Carbone, SHRM-CP
Archdiocese of Chicago
rcarbone@archchicago.org

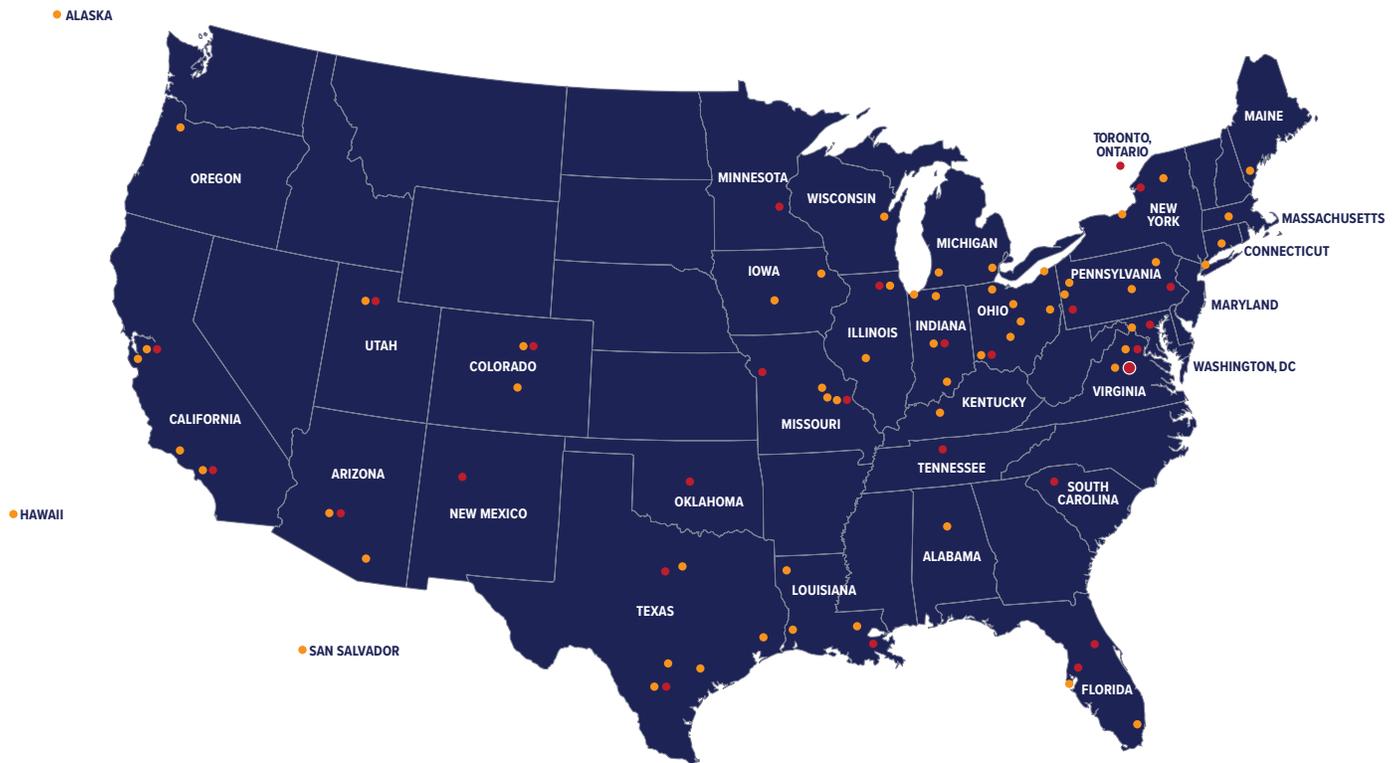
STRATEGIC PLANNING

***Beverly Escamilla**, PHR, SHRM-CP
Diocese of Beaumont
bescamilla@dioceseofbmt.org

Liz Allen, SPHR, SHRM-SCP
Diocese of Portland, ME
elizabeth.allen@portlanddiocese.org

Laurie Jacobs
Medical Mission Sisters
mmsinservice@hotmail.com

WHERE WE SERVE



This map provides an overview of NACPA convocation and consultation sites. Salt Lake City is a “first” this year, but the 2026 convocation in New Orleans will represent a return visit to the Crescent City after 32 years.

State/Province	CONSULT	CONVOCAION
Alabama		
Birmingham	●	
Alaska		
Fairbanks	●	
Arizona		
Phoenix	●●	● 2003, 2014
Tucson	●●●●	
California		
Camarillo	●	
Los Angeles	●●●●●●	● 1990, 2005
Oakland	●●●	● 1986, 1997
San Jose	●	
Colorado		
Denver	●●	● 2001
Pueblo	●	
Connecticut		
Wilton	●●	
District of Columbia		
Washington	●●●●●●	● 2000
Florida		
Miami	●	
Orlando	●	● 2002, 2008
St. Petersburg	●●	
Tampa		● 2012, 2013
Hawaii		
Honolulu	●	
Illinois		
Chicago/Oak Brook	●●	● 1987, 1996, 2009, 2010
La Grange	●	
Springfield	●	
Techy	●	
Indiana		
Ferdinand	●	
Gary	●●●	
Indianapolis	●●●	● 2011
South Bend	●●●●	
Iowa		
Des Moines	●●●●	
Dubuque	●	
Kentucky		
Maple Mount	●	
Louisiana		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994
Shreveport	●●●●	
Maine		
Portland	●●	
Maryland		
Baltimore		● 1992, 2021, 2023
Silver Spring	●	
Massachusetts		
Springfield	●	
Michigan		
Detroit	●●	
Kalamazoo	●●●	
Minnesota		
St. Paul		● 1991
Missouri		
Bridgeton	●	
Kansas City		● 2024
O'Fallon	●●	
St. Louis	●●	● 1989, 2007
New Mexico		
Albuquerque		● 1993, 2022
New York		
New York	●	
Niagara Falls		● 2018
Rochester	●	
Syracuse	●	
Ohio		
Cincinnati	●●●	● 2004
Cleveland	●●	
Clinton	●	
Columbus	●●●	● 1995
Tiffin	●	
Toledo	●	
Toronto	●	
Oklahoma		
Oklahoma City		● 2016
Oregon		
Portland	●	
Pennsylvania		
Altoona-Johnstown	●	
Baden	●	
Philadelphia		● 1988
Pittsburgh		● 1995
Scranton	●	
Villa Maria	●	
South Carolina		
Greenville		● 2015
Tennessee		
Nashville		● 2017
Texas		
Austin	●	
Beaumont	●●●●●●	
Dallas	●	
Fort Worth		● 1998
Southeast	●	
San Antonio	●	● 1995, 2019
Utah		
Salt Lake City	●●	● 2025
Virginia NACPA National HQ		
Alexandria	●	
2121 Eisenhower Avenue		
Suite 200 Alexandria, VA 22314		
Wisconsin		
Green Bay	●●●●	
El Salvador		
San Salvador (CRISPAP)	●	
CANADA Ontario		
Toronto		● 1988

New Orleans

NACPA 2026 ♣ APRIL 19-21



Next year NACPA will convene in the vibrant city of New Orleans. The Archdiocese of New Orleans is led by Archbishop Gregory Aymond who served as the association's Episcopal Moderator from 2018-2021. A unique blend of cultures, the Crescent City is home to 372,037 Catholics and 111 parishes. St. Louis Cathedral in the historic French Quarter is the oldest continually operating cathedral in the United States.

HOW WE SERVE OUR MEMBERS



NACPA provides innovative and timely programs and initiatives to inform and strengthen its members in their ministry to the Church.

Convocation

What better way to serve our members than gathering them for an annual convocation in great locations for professional and spiritual renewal? So much good is packed into NACPA's three-day meeting that many members make attendance an annual priority. It begins with outstanding keynote speakers, including Ann Garrido, Deacon Larry Olney, Kim Daniels, Archbishop William Lori and Mark Kamp. An opening liturgy is celebrated by the local ordinary and Mass and prayer services are held daily.

Workshops provide insights into current HR issues and reap valuable SHRM and HRCI credits. The Awards banquet gives members the opportunity to celebrate leaders, visionaries and servant leaders among their peers. An exhibition offers attendees the chance to meet with a wide variety of vendors.



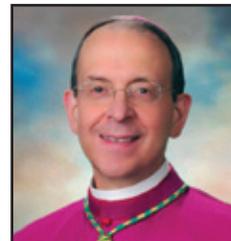
Ann Garrido



Deacon Larry Olney



Kim Daniels



Archbishop William Lori



Mark Kamp

Consultation Services

NACPA offers strategic guidance rooted in Catholic social teaching to help members navigate furloughs, job consolidations, reorganizations, pay freezes, salary structure changes, diocesan clergy personnel handbook development, personnel policies and procedures handbook and reviews, and organizational audits. In addition, NACPA consultants can review an existing HR strategy and compensation philosophy and make suggestions for better aligning it with the changing environment. They also provide tools for managing pay and pay structures as well as management training, among other services.

In addition to the annual convocation and the popular consultation services, NACPA serves its members with certification programs, OnDemand discussions and a webinar series, featuring top notch speakers. Everything is presented through the lens of the Church.

HR Primer Certificate for Those in the Church Workplace

HR directors have limited personnel and resources to support the increased needs throughout their arch/dioceses. Often the individuals in the parishes and schools who must address these issues have not had the opportunity to learn the fundamentals that will assist them in the ever-changing world of regulations. Therefore, this program is designed to meet the needs of parish and school personnel. It addresses key human resources disciplines, geared to our Catholic workplace. Participants learn basic principles and benefit from structured discussions and case studies. The program addresses diocesan priorities under the direction of the local HR director.

The Certificate Program for Those Moving from Secular to Church HR Responsibilities

This dual master's level CEU program assists HR and business professionals in a Catholic workplace who are moving to Church HR administration. Topics have included: the Identity and Mission of the Church; Catholic Social Teaching in the Church Workplace and the Role of Canon Law as it Pertains to HR Administration. More than 100 individuals have successfully completed this program.



OnDemand Series: Vital Discussions for Today's Church HR Issues

Here's a place where members can meet with confidence via Zoom to discuss challenges and solutions. A recent topic focused on welcoming international clergy, women religious and lay employees into the diocese, religious community and/or parish.

Webinars

A series of five webinars is offered annually, pinpointing key issues and presenting top-notch experts in their fields. All the webinars are archived for ongoing reference. Among topics to check out: How Do You Use AI? How Useful Is It?; Disaster Preparedness; Ministerial Exception; Is Your Health Plan Catholic?; Difficult Conversations and Treating Employees with Respect and Dignity with a Foundation of Core Values.



CONTACT US

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

EXPLORING NACPA'S WEBINAR SERIES

The association's webinar series highlights trending issues and features industry experts. All webinars are archived on the NACPA website for member review.

2024–2025 Webinar Series

2024

OCT 2

Is Your Health Plan Catholic? How do You Know?

What components are needed to build a Catholic benefits program? What data to request to help monitor that?



Kathryne McGowan
CEO at Reta Trust

This webinar is available online on the NACPA website. www.nacpa.org

Sponsored by **PHMP**

NOV 13

Ministerial Exception



Mark Chopko
Partner, Stradley Ronon
Co-Chair, Nonprofit and
Religious Organizations



Maureen Fontenot,
PHR, SHRM-CP
Chancellor / Director of HR
Diocese of Lafayette,
Louisiana

Sponsored by **DIocese OF PUEBLO**

JAN 15

2025

AI Part II

How do you use AI? How useful is it? What are the pros and cons?

Panel presentation



Tina Kohrmann
Director of
Human Resources
Diocese of Belleville



Chris Hagen,
SPHR, SHRM-SCP
Director of
Human Resources
Diocese of Manchester



Christian Antkowiak
Shareholder,
Co-Chair Labor,
Employment, Benefits and
Immigration Section
Buchanan Ingersoll
& Rooney

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MyEnroll 360

MAR 19

Disaster Preparedness



Aaron Aragon, MPA
Senior Risk Control Consultant
National Risk Control Working
Group Leader – Religious, Gallagher

Sponsored by **STRADLEY
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MAY 21

Managing an Intergenerational Catholic Workplace



**Rev. Kevin Carlin
Kennedy**
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IN CELEBRATION

*In grateful remembrance, we honor our past members.
Their lives touched so many within our community and their
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We are deeply thankful for their lasting legacy.*

Maryjane Fuller

Director of Human Resources and Safe Environment
Diocese of Richmond, VA
Years of Service: 15
✝ October 18, 2022

Sister Elizabeth Wendelin

Sisters of Charity, Nazareth, KY
Past President and Board Member
Years of Service: Early 1980s into early 2000s
✝ November 6, 2022

Beth Ann DuChene

Director of Human Resources
School Sisters of Notre Dame
New Ulm, MN
Years of Service: 27
✝ April 24, 2024

Mary Ann Blakeley, PhD

Executive Director of Human Resources
Diocese of Cleveland
Years of Service: 10
✝ January 11, 2025

*Please let us know those members who have passed away
beginning in 2020 and they will be honored on the NACPA website
and in future programs. Thank you.*



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)	1995	Sr. Frances Schumer, ASC
1974	Rev. Daniel Johnson	1996	Mrs. Charmaine Williams
1975	Rev. Jack Catoir	1997	Rev. Kevin Spiess
1978	Rev. Phillip Seher	1998	Mrs. Linda Bearie
1980	Rev. Joseph Graffis	1999	Ms. Kathleen Theriot
1981	Sr. Elizabeth Cashman, SC	2000	Rev. Paul A. Jaroszeski
1982	Sr. Barbara Garland, SC	2001	Ms. Carol Fowler
1983	Rev. George Crespin	2003	Mr. Thomas P. Conklin
1984	Rev. David McDonald	2005	Ms. Diane Bach
1985	Sr. Sheila Kelly, GNSH	2008	Sr. Joyce Soukup, SSJ-TOSF
1986	Mr. Eugene Hackbarth	2010	Ms. Terry Robinson
1987	Rev. J. Cletus Kiley	2012	Msgr. Patrick Pollard
1988	Sr. Elizabeth Wendeln, SCN	2014	Ms. Terri Wilhelm
1989	Rev. Donald Thimm	2016	Ms. Maureen Fontenot
1990	Deacon William Umphress	2018	Rev. Edward T. Pratt
1991	Mrs. Mary Kessler	2020	Ms. Liz Allen
1992	Mr. Thomas P. Schroeder	2022	Ms. Eileen Cull Valdez
1993	Rev. Robert J. Bussen	2024	Ms. Annabelle Baltierra
1994	Mr. William J. Coy		

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	Archbishop 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.

A Chorus of Appreciation for Eileen Cull Valdez

For seven years, Eileen Cull Valdez designed NACPA convocations with the members in mind, transforming them into inspiring experiences. With her guidance, the Convocation Committee selected speakers who ignited change, challenging HR professionals to build gospel-centered workplaces. Participants left informed, inspired and ready to champion justice.



NACPA expresses its sincere gratitude to Eileen for this exceptional service. Her dedication and leadership has been vital to our convocations' success. In addition, Eileen generously served as president of the Board of Directors from 2022-2024. We thank Eileen for her lasting contributions and wish her all the best in her future endeavors.

In Eileen's own words, "What a ride!"

— Dr. Regina Haney, Executive Director, NACPA

These testimonials are representative of the heartfelt appreciation for Eileen's outstanding service.

I met Eileen at our convocation years ago, when we were both new members of NACPA. I have watched in awe over the years as her contribution to the association has become indispensable. She's an excellent collaborator, a driver who makes things happen and has a great sense of humor. Eileen is generous in sharing her own expertise and experience. She's a natural leader and has integrated her Catholic faith in her leadership style beautifully.

And – she has style. Congratulations, Eileen. — Lisa Pinto, Archdiocese of Miami, Board of Directors

I love how Eileen keeps us on track at the Convocation Committee; she is very efficient with time and brings out the best in all of us. — Nell Cline, Diocese of Salt Lake City, Committee Member.

During NACPA 2020's final planning weeks, we and the entire world had to pivot on a dime because of Covid.

As chair of the Convocation Committee, Eileen's leadership was crucial. She swiftly guided the committee to transform the convocation into a virtual event, including an online exhibit and digital happy hour — with her husband Tony's guitar performance adding joy. Eileen's experience and collaboration were invaluable.

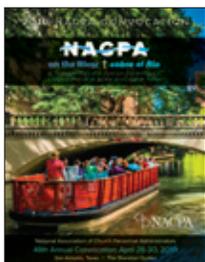
— Jessica Randazzo, Convocation Committee Member, NACPA Staff

Eileen is a kind and caring individual who went above her responsibilities as the convocation chairperson to always make sure everyone felt welcomed and engaged at meetings — a true gift.

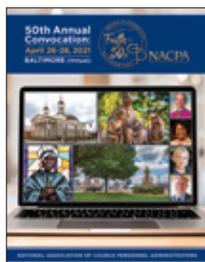
— Geri Mesik, Congregation of St Joseph, Committee Member

No one worked harder for or cared more about NACPA than Eileen.

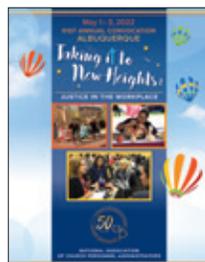
— Rob Reid, Archdiocese of Cincinnati, Board of Directors



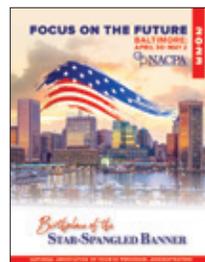
2019 San Antonio



2021 Baltimore (virtual)



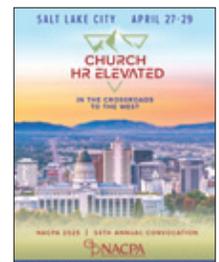
2022 Albuquerque



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PLATINUM *Contributions between \$5,000 and \$9,999*
As a Platinum member, sponsors receive a full-page ad in the printed and digitized convocation program, a salute from NACPA leadership at the opening and closing sessions, year-long recognition on the Sponsors webpage. Platinum sponsors are invited to introduce one of the plenary speakers.

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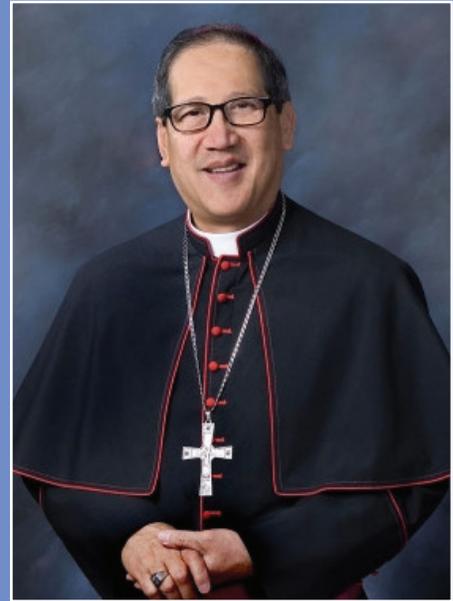
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For more information contact
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Catholic Diocese of Salt Lake City

Bishop Oscar Solis D.D. and the Diocese of Salt Lake City extend a warm welcome to all delegates, sponsors, exhibitors and speakers attending the 2025 convocation of the National Association of Church Personnel Administrators. We also congratulate the NACPA Awardees: Archbishop Edward Weisenburger (Leadership); the Catholic Diocese of El Paso (Vision) and Dr. Dale Hoyt (Service).



Most Reverend Bishop
Oscar A. Solis D.D.



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Senior Executive Vice President and Chief Marketing Officer

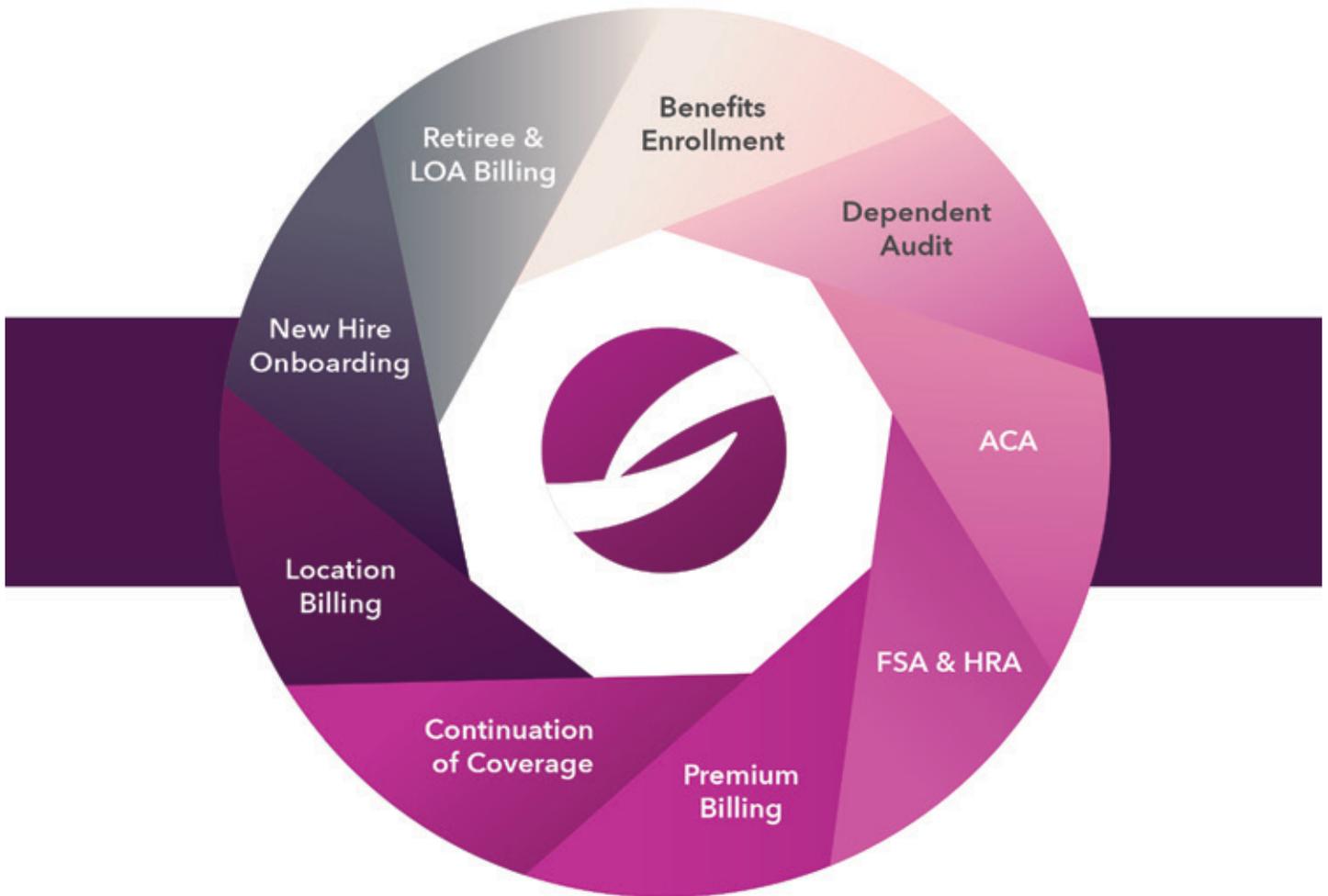
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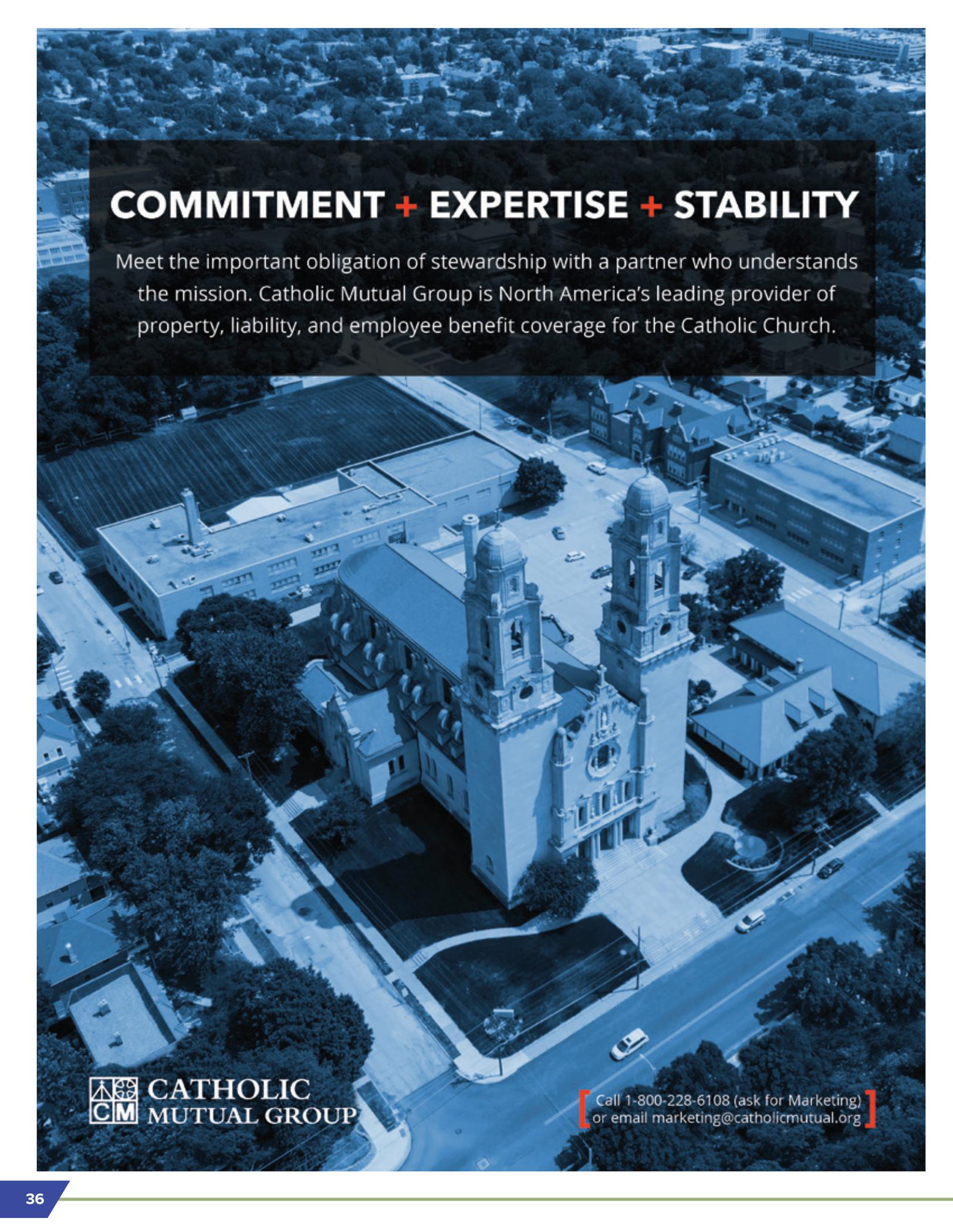
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- David Twitchell, VP of Human Resources
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CELEBRATING

Archbishop Edward J. Weisenburger

With great joy NACPA is pleased to announce that our beloved Episcopal Moderator was named the sixth Archbishop of Detroit by Pope Francis and was installed on March 18, 2025.

Archbishop Edward J. Weisenburger became the association's moderator in 2021. He is the recipient of the NACPA 2025 Leadership Award in recognition of his great support for NACPA's mission to promote justice in the workplace.

Please join us in sending prayers and best wishes to the archbishop during this exciting time. We are grateful to have him as a friend and supporter,

The NACPA Board of Directors

A Brief History of the NACPA: 1971-1979

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

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.



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

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A Brief History of the NACPA: 1980-1989

1980–1984

In 1980 the president was Rev. Joe Graffis and the convocation explored “Bridge Builders and Prophets.” Sister Elizabeth Cashman SC, 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

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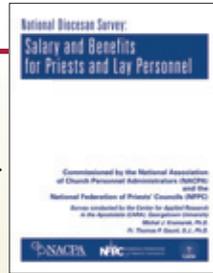
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Continued on next page.

A Brief History of the NACPA: 1990-1999

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.

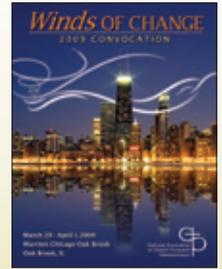


1995-1999

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.



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



Chicago was the 1998 convocation site.

NACPA EXHIBITORS

Phil Bushnell

Account Executive
Phil_Bushnell@ajg.com

Rani Heck

Senior Account Manager
Rani_Heck@ajg.com

Mike Levin

Area Senior Vice President
Investment Advisor Representative
Michael_Levin@ajg.com

John Airola

Benefits, Consultant
John_Airola@ajg.com

Kathleen Schulz

Global Innovation Leader,
Organizational Wellbeing
Kathleen_Schulz@ajg.com

Sommer Mason

Regional Senior Vice President,
Central Region, HR and Compensation
Consulting Practice
Sommer_Mason@ajg.com

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2250 Butterfield Dr., Suite 210
Troy, MI 48084
www.cmfcuro.com/hope

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Rebecca Wilson

Director of Catholic Wellness Programs
bwilson@christmedicus.org

Investing for Catholics

19200 Von Karman Ave
Suite 150
Irvine, CA 92612
949-428-0432
www.investingforcatholics.com

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Mary Brunson, AIF®

Co-Founder and Vice-President
mary@ifa.com

Elizabeth Brunson

Client Service Specialist
elizabeth@ifa.com

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Ryan Lowe

New Business Account Executive
ryan.lowe@keybenefit.com

John Penko

Senior Vice President, Specialty Markets
john.penko@keybenefit.com

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Suite 100
Denver, CO 80237
303-414-6144
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A Brief History of the NACPA: 2000-2014

2000–2004

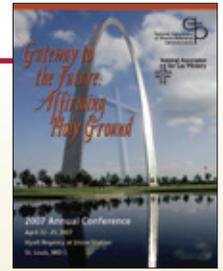
“Liberty with Justice” was the theme for the Washington, D.C., convocation in 2000. Bishop David Zubik was named the Episcopal Liaison—a position that he held for 17 years. The convocation met in Orlando in 2002. Carol Fowler was the new President. The NACPA Leadership Award was bestowed on The National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



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

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.

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Tom May

Executive Vice President, Partner
thomas.may@lockton.com

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Clearwater, FL 33765
727-698-8141
www.matthiasgrp.com

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Robert Smedley

CEO
smedley@matthiasgrp.com

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1301 Fifth Avenue
Suite 3800
Seattle, WA 98101
214-863-5572
<https://us.milliman.com/en>

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Ryan Falls, FSA, EA, MAAA
Principal and Consulting Actuary
ryan.falls@milliman.com

Aaron Ward

Principal and Health and
Welfare Administration Director
aaron.ward@milliman.com

Lauren Efferding

Principal and Sr. Benefits Consultant
lauren.efferding@milliman.com

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8300 Norman Center Drive, Suite 1290
Bloomington, MN 55437
952-500-0468
www.mutualofamerica.com

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Troy Johnson

EVP Midwest Region
troy.johnson@mutualofamerica.com

Matt Flowers

Regional Sales Director
matthew.flowers@mutualofamerica.com

Gavin Plaizier

Retirement Plan Specialist
gavin.plaizier@mutualofamerica.com

MyCatholicDoctor

1180 Newfield Ave.
Stamford, CT 06905
888-822-8436
<https://foundation.mycatholicdoctor.com/>

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Edgar Morgan

Associate Director
edgar@mycatholicdoctor.com

Miriam Morgan

Volunteer
admin.morgan@mycatholicdoctor.com

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A Brief History of the NACPA: 2015-2017

2015–2017

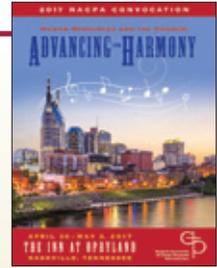
In 2015 the Board of Directors named Dr. Regina Haney as the new Executive Director. Dr. Haney previously had served for 25 years as an Executive Director with the National Catholic Educational Association (NCEA), the largest professional education association in the world. The Board also relocated NACPA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

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.



Dr. Regina Haney became the new Executive Director.

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.



Nashville was the 2017 convocation site.

NACPA EXHIBITORS

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Schaumburg, IL 60173
800-520-2687
www.paylocity.com

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Sam Williams

Large Enterprise HCM Account Executive
swilliams4@paylocity.com

Mike Adams

Large Enterprise Account Executive
madams@paylocity.com

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2121 N California Blvd
Walnut Creek, CA 94596
415-536-8474
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Robert Burnett

Chief Business Development Officer
rburnett@retatrust.org

Josh Costa

Vice President, Client Service and Operations, Reta Trust
josh.costa@ajg.com

Saint John Vianney Center

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151 Woodbine Road
Downingtown, PA 19335
610-518-2058
www.sjvcenter.org

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Linda Rava, SHRM-SCP

Director of Human Resources
LRava@sjvcenter.org

David Shellenberger

President and CEO
DShellenberger@sjvcenter.org

SGIA Medicare Consulting

382 N Lemon Ave
Suite 334
Walnut, CA 91789
480-422-2562
www.sgiamedicare.com

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CEO/Founding Partner
mclark@sgiamedicare.com

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Claire Kelbaugh

CEO
ckelbaugh@sterling-wellness.com

A Brief History of the NACPA: 2018-2019

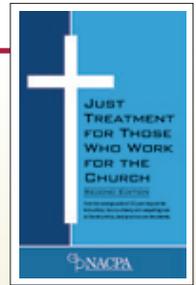
2018–2019

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. 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.



Niagara Falls was the 2018 convocation site.

Just Treatment for Those Working in the Church was the centerpiece of the year's accomplishments. Thirty-three years after its first publication, this new edition continues to be a vital resource that has been acclaimed by Church leaders. A new study guide has made it even more accessible for parish and diocesan use.



Thanks to Board Members committed to growing the membership, new recruits were added in several arch/dioceses. The third season of the webinar series premiered with a fifth presentation added. Consultation services were expanded, with seasoned new consultants joining our highly respected team.

NACPA EXHIBITORS

USI Consulting Group

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95 Glastonbury Blvd
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Glastonbury, CT 06033-4417
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Beth Allen, EA, MAAA

Vice President and Actuary
beth.allen@usi.com

Kathleen Sebetka, QKA, AIF®

Partner, Vice President,
Retirement Services
kathleen.sebetka@usi.com

Villanova University, Center for Church Management

Villanova School of Business
Bartley Hall 2059
Villanova, PA 19085
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Chesley Turner

Director, Center for Church Management
chesley.turner@villanova.edu

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Pat Neal

Director of the VIRTUS Programs
pneal@virtus.org

Melanie Takinen

Associate Director of the VIRTUS Programs
mtakinen@virtus.org

VOYA Financial

One Orange Way, BN3
Windsor, CT 06095
860-580-1566
www.voya.com

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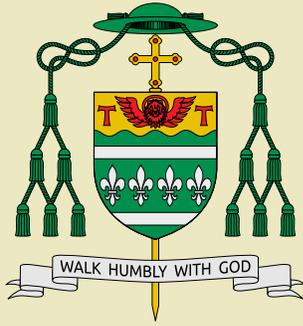
Kurt Ritter

VP-Consultant Relations Director
kurt.ritter@voyafin.com

Justin Chilcote

Sales Director, Mid Market
justin.chilcote@voyafin.com

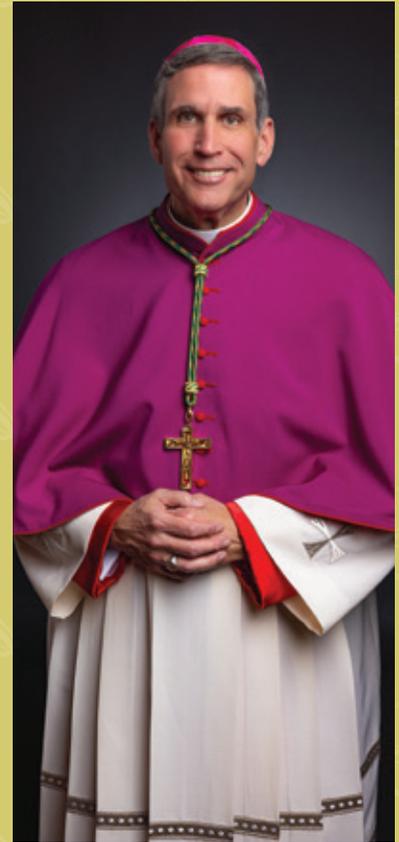
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CELEBRATING Auxiliary Bishop of Chicago Lawrence J. Sullivan

NACPA members extend warm congratulations to association Board Member Bishop Lawrence Sullivan who was consecrated a Bishop on February 26, 2025 in Chicago. A native Chicagoan, Bishop Sullivan has been named Vicar General for the Archdiocese of Chicago. His personal motto is “*Walk humbly with God.*”

The NACPA Board of Directors



A Brief History of the NACPA: 2020-2021

2020-2021

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 designed 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



Maureen Fontenot

ATTENDEES

Marylin Acosta

Executive Assistant to the Bishop
Diocese of Salt Lake City
marylin.acosta@dioslc.org
27 C St.
Salt Lake City, UT 84103

Sandra Aguirre

Benefits Administrator
Archdiocese of Denver
sandra.aguirre@archden.org
1300 South Steele St.
Denver, CO 80210

Liz Allen, SPHR SHRM-SCP

Moderator of Pastoral and
Administrative Services
Diocese of Portland, Maine
elizabeth.allen@portlanddiocese.org
510 Ocean Ave.
Portland, ME 04103

Jeanine Alvarado, PHR, SHRM-CP

Director of Human Resources
Sisters of St. Francis of Tiffin, Ohio
jalvarado@tiffinfranciscans.org
200 Saint Francis Ave.
Tiffin, OH 44883

Dr. Jeff Andrini

President, Ascent Initiative /
Director of Evangelization
and Discipleship
Diocese of Owensboro
600 Locust St.
Owensboro, KY
jeff@ascentinitiative.com

Christian Antkowiak

Section Chair - Labor
and Employment
Buchanan Ingersoll
christian.antkowiak@bipc.com
Union Trust Building
501 Grant St., Suite 200
Pittsburgh, PA 15219

Diana Aparicio

Vice Chancellor
Diocese of Yakima
diana.aparicio@yakimadiocese.net
101 S 12th Ave.
Yakima, WA 98902

Sharon Arizpe

Capital Campaign Coordinator
Diocese of Brownsville
Love Builds Hope Foundation
sarizpe@villanova.edu
707 East Los Torritos St.
Weslaco, TX 78596

Gerald Arnold

Parish Controller
Diocese of Cleveland
garnold@dioceseofcleveland.org
1404 East Ninth St.
8th Floor
Cleveland, OH 44114

Sofia Arriaga

Accounting Specialist
Diocese of Salt Lake City
sofia.arriaga@dioslc.org
27 C St.
Salt Lake City, UT 84103

Zarina Asghar

Associate Director
for Human Resources
Diocese of San Jose
zarina.asghar@dsj.org
1150 N. First St., Suite 100
San Jose, CA 95112

Barbara Augdahl

Human Resources Coordinator
Diocese of Fargo
barbara.augdahl@fargodiocese.org
5201 Bishop Blvd. Suite A
Fargo, ND 58104

Jim Baker

Human Resources Manager
Archdiocese of Denver
jim.baker@archden.org
1300 South Steele St.
Denver, CO 80210

Annabelle Baltierra, SPHR, SHRM-SCP

Former Senior Director
of Human Resources
Archdiocese of Los Angeles
annabelle.b07@gmail.com
16101 Dearborn St.
North Hills, CA 91343

John Barker

Director of
Human Resources/Schools
Archdiocese of Milwaukee
barkerj@archmil.org
3501 S. Lake Dr.
PO Box 070912
Milwaukee, WI 53207

Aden Batar

Migration and Refugee
Services Director
Catholic Community Services
Diocese of Salt Lake City
abatar@ccsutah.org
27 C St.
Salt Lake City, UT 84103

Michelle Beasley

Human Resources Consultant
Holy Cross Ministries
mbeasley@hcmutah.org
2472 Sego Lily Dr.
Sandy, UT 84092

Jennifer Berelowitz

Administrative and
Legal Assistant
Archdiocese of Las Vegas
jberelowitz@dolv.org
336 Cathedral Way
Las Vegas, NV 89109

Erin Bizarro

Human Resources Business
Partner/Sr Generalist
Archdiocese of Boston
ebizarro@rcab.org
4 Rock Cress Ln.
Acushnet, MA 02743

Jessika Borr

Benefits Coordinator
Diocese of Bismarck
jborr@bismarckdiocese.com
520 N. Washington St.
Bismarck, ND 58501

A Brief History of the NACPA: 2022-2023

2022

The Archdiocese of Albuquerque hosted the convocation with the theme “Taking it To New Heights: Justice in the Workplace.” Mary Santi received the Vision Award.



Mary Santi

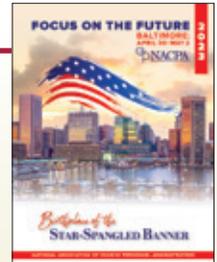


2023

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.



Mary Kessler



Baltimore was the 2023 convocation site.

ATTENDEES

Carla Breton

Human Resources Coordinator
Archdiocese of Denver
carla.breton@archden.org
1300 South Steele St.
Denver, CO 80210

Karen Burton

Payroll Specialist
Diocese of Jefferson City
kburton@diojeffcity.org
2207 W. Main St.
Jefferson City, MO 65109

Charisse Butler

Benefits Administrator
Diocese of Raleigh
charisse.butler@raldioc.org
7204 Stonecliff Dr., Apt 1
Raleigh, NC 27615

Tracy E. Casey, OFS, SHRM-SCP

Chief Human Resources Officer
Diocese of Bridgeport
tracy.casey@diobpt.org
238 Jewett Ave.
Bridgeport, CT 6606

Matthew Castiglione

Parish Administrator
St. Mary's Church
mcastiglione@rcda.org
10 Lodge St.
Albany, NY 12207

Lovae Castillo

Human Resources Generalist
Diocese of Pueblo
lcastillo@dioceseofpueblo.org
101 N. Greenwood St.
Pueblo, CO 81003

Ledie Cheramie

Human Resources Coordinator
Diocese of Victoria
lcheramie@victoriadiocese.org
1505 E. Mesquite Ln.
Victoria, TX 77901

Nell Cline, SHRM-SCP

Clergy and Personnel
Data Management Specialist
Diocese of Salt Lake City
nell.cline@dioslc.org
27 C St.
Salt Lake City, UT 84103

Breanna Cook

Payroll and Compliance Specialist
Diocese of Helena
bcook@dohmt.org
PO Box 1729
Helena, MT 59624-1729

Jason Coon

Vice President
Catholic Benefits Association
jasoncoon@catholicbenefitsassociation.org
695 Jerry St., Suite 306
Castle Rock, CO 80104

Michael Courtney

Director of Archives and Records
Diocese of Salt Lake City
michael.courtney@dioslc.org
27 C St.
Salt Lake City, UT 84103

Kevin Darville

Human Resources Generalist
Archdiocese of Miami
kdarville@theadom.org
9401 Biscayne Blvd.
Miami Shores, FL 33138

Gay Davidson

Human Resources
Associate Director
Diocese of Beaumont
gdavidson@dioceseofbmt.org
710 Archie St.
Beaumont, TX 77701

Lori Davis

Finance Director
J.E. Cosgriff Memorial
Catholic School
ldavis@cosgriff.org
2315 E Redondo Ave.
Salt Lake City, UT 84108-3299

Jennifer Dixon

Director of Human Resources
Dominican Sisters of Peace, Inc.
jennifer.dixon@opeace.org
2320 Airport Dr.
Columbus, OH 43219

Joy Doyle, MBA, SHRM-CP

Director of Human Resources
Sisters of St. Joseph
(of Baden, PA)
jdoyle@stjoseph-baden.org
1020 State St.
Baden, PA 15005

Shannon Drohman,

CCP, SHRM-SCP
Principal Compensation
Connections
shannon@compensationconnections.com
2863 SW 170th St.
Burien, WA 98166

Christy Dwyer

Associate Director
of Human Resources
Diocese of Peoria
cdwyer@cdop.org
419 NE Madison Ave.
Peoria, IL 61603

Carolyn J. Dukes

Chancellor
Diocese of Fairbanks
cdukes@cbna.org
1316 Peger Rd.
Fairbanks, AK 99709

Helen Emefo

Finance Administrator
Saint Marguerite's Church
finadstmarg@gmail.com
1059 South 860 West
Tooele, UT 84074

Marian Enriquez, PHR, SHRM-CP

Senior Director of
Human Resources
Diocese of Phoenix
menriquez@dphx.org
400 East Monroe St.
Phoenix, AZ 85001

Beverly Escamilla, PHR, SHRM-CP

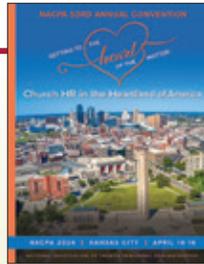
Human Resources Director
Diocese of Beaumont
bescamilla@dioceseofbmt.org
P.O. Box 3948
Beaumont, TX 77704-3948

A Brief History of the NACPA: 2024-2025

2024-2025

In 2024, the Archdiocese of Miami received the Leadership Award, with a special salute to Archbishop Thomas Wenski and Lisa Pinto for pioneering the “Miami Project.” The project, now named the HR Primer Certificate for Those in the Church Workforce, garnered an award for Ricardo Serrano, who is leading the certification initiative.

Eileen Cull Valdez, and Phil Bushnell were recognized with special Board of Directors awards for their leadership and contributions to the association.

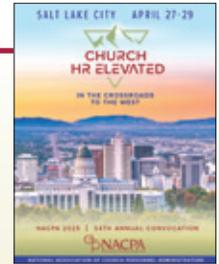


Kansas City was the 2024 convocation site.

In 2025 NACPA celebrated the success of the Certification program, noting that more than 100 have graduated since its founding. The 54th annual convocation convened in Salt Lake City. Archbishop Weisenburger received the Leadership Award.



Archbishop Edward J. Weisenburger



Salt Lake City is the 2025 convocation site.

ATTENDEES

Christine Escobar
Assistant Director
of Human Resources
Archdiocese of San Francisco
escobar@sfarch.org
1 Peter Yorke Way
San Francisco, CA 94109-6602

Molly Fern
Training and Employee
Relations Manager
Archdiocese of Baltimore
mfern@archbalt.org
320 Cathedral St.
Baltimore, MD 21201

Mary Finnigan
Chief Operating Officer
Benedictine Sisters of VA
mfinnigan@osbva.org
9535 Linton Hall Rd.
Bristow, VA 20136

Alexis Fleming
Director of Finance
Sisters of St. Joseph of Peace
afleming@csjp-olp.org
PO Box 248
Bellevue, WA 98009

Sarah Fogler, SPHR, SHRM-SCP
Human Resources Officer
Diocese of Richmond
sfogler@richmonddiocese.org
7800 Carousel Ln.
Richmond, VA 23294-4201

Sandy Foley
Parish Administrator
St. Mary of the Assumption
sfoley@stmarysparkcity.com
1505 White Pine Canyon Rd.
Park City, UT 84060

Maureen K. Fontenot, PHR, SHRM-CP
Chancellor / Director of HR
Diocese of Lafayette, Louisiana
mfontenot@diolaf.org
1408 Carmel Dr.
Lafayette, LA 70501

Pamela A. Geary
Director of Human Resources
Diocese of Joliet
pageary@dioceseofjoliet.org
16555 Weber Rd.
Crest Hill, IL 60403

Russell Gennaro
Director of Human Resources
Diocese of San Diego, Office
of the Bishop of San Diego
rgennaro@sdccatholic.org
3888 Paducah Dr.
San Diego, CA 92117

Wayne Gledhill, CLU
Income Protection Specialist
Lincoln Financial Group
wayne.gledhill@lfg.com
Salt Lake City, UT

Aracely Gomez
Human Resources Director
for Schools
Archdiocese of Denver
aracely.gomez@archden.org
1300 South Steele St.
Denver, CO 80210

Elizabeth Goral-Makowski
Director of Development
SOAR!
emakowski@soar-usa.org
8484 Georgia Ave.
Suite 300
Silver Spring, MD 20910

Jillian Green
Program Manager
NACPA
jgreen@nacpa.org
2121 Eisenhower Ave.
Suite 200
Alexandria, VA 22314

Christine Hagen, SPHR, SHRM-SCP
Director of Human Resources
Diocese of Manchester
chagen@rcbm.org
1855 Elm St.
Manchester, NH 3104

Cassie Hall
Director of Human Resources
Diocese of Helena
chall@dohmt.org
630 N Last Chance Gulch,
Suite 2200
Helena, MT 59601

Regina Haney
Executive Director
NACPA
rhaney@verizon.net
2121 Eisenhower Ave.
Suite 200
Alexandria, VA 22314

Tiara Hatfield, SHRM-CP
Director of Human Resources
and Risk Management
Diocese of Davenport, IA
hatfield@davenportdiocese.org
780 W Central Park Ave.
Davenport, IA 52804

Cheryl Hertfelder, SHRM-SCP, SPHR
Executive Director of
Human Resources
Diocese of Jefferson City
hrdir@diojeffcity.org
2207 W. Main St.
Jefferson City, MO 65109

Allison Hewitt
Executive Director
Collaborative Governance
ahewitt@collaborativegovernance.org
3221 McKelvey Rd.
Suite 107
Bridgeton, MO 63044

Allison Hogan, SHRM-SCP
Director of Human Resources
Sisters of the Holy Cross, Inc.
ahogan@cscsisters.org
100 Lourdes Hall - Saint Mary's
Notre Dame, IN 46556-5014

Carol Anne Hoppins
Director of Human Resources
Diocese of Kansas City-St. Joseph
hoppins@diocesekcsj.org
20 West 9th St., Suite 200
Kansas City, MO 64105

Dr. Dale Hoyt
VP of Education
Ädelbrook
dhoyt@adelbrook.org
60 Hicksville Rd.
Cromwell, CT 6416

ATTENDEES

Tracey Jacobsen

Human Resources
Administrative Assistant
Diocese of Davenport
jacobsen@davenportdiocese.org
780 West Central Park
Davenport, IA 52804

Diana Jaimez

Human Resources Associate
Catholic Cemeteries of Chicago
djaimez@cathcemchgo.org
1400 S Wolf Rd.
Hillside, IL 60162

Kathleen Khoury

Director of Human Resources
Diocese of Orange
kkhoury@rcbo.org
13280 Chapman Ave.
Garden Grove, CA 92840

Tina Kohrmann

Director of Human Resources
Diocese of Belleville
tkohrmann@diobelle.org
222 S. Third St.
Belleville, IL 62220-1985

Chalana Landry,

SHRM-SCP, SPHR, PhD
Director of Human Resources
Archdiocese of New Orleans
clandry@arch-no.org
7887 Walmsley Ave.
New Orleans, LA 70125

Charles Lawrence

Director of Finance
Diocese of Boise
clawrence@rcdb.org
1501 S. Federal Way
Suite 400
Bosie, ID 83705

Lorena Lazo

Human Resources Manager
Consortium of Catholic
Academies
lorena.lazo@catholicacademies.org
415 Michigan Ave., NE
Suite 430
Washington, DC 20017

Allison Lee, CCP

Consultant
Compensation Connections
allison@compensationconnections.com
8830 Norman Ave. SE
Snoqualmie, WA 98065

Kevin J. Loos

Chief Human Resources Officer
Archdiocese of St. Louis
kevinloosj@gmail.com
20 Archbishop May Dr.
St. Louis, MO 63119

Dolores Lopez

Director of Human Resources
Diocese of Salt Lake City
dolores.lopez@dioslc.org
27 C St.
Salt Lake City, UT 84103-2302

Rev. Jose Lopez

Director of Human Resources
Saint Vincent de Paul
Regional Seminary
jose.lopez@svdp.edu
10701 S. Military Trail
Boynton Beach, FL 33436

Norma Lozano

Human Resources Generalist
Archdiocese of Kansas City
in Kansas
nlozano@archkck.org
12615 Parallel Pkw.
Kansas City, KS 66109

Sr. Kathleen Lunsmann, IHM

President
SOAR!
klunsmann@soar-usa.org
8485 Georgia Ave.
Suite 300
Silver Spring, MD 20910

Kathy Marek, CCP, SHRM-SCP

Senior Consultant
Compensation Connections
kathy@compensationconnections.com
8830 Norman Ave. SE
Snoqualmie, WA 98065

Tiffany Martin

Senior Accountant
Diocese of Salt Lake City
tiffany.martin@dioslc.org
27 C St.
Salt Lake City, UT 84102

Monica Martinez

Accounting Specialist
Diocese of Salt Lake City
monica.martinez@dioslc.org
27 C St.
Salt Lake City, UT 84103

Yvonne Martinez

Senior Accounting Specialist
Diocese of Salt Lake City
yvonne.martinez@dioslc.org
27 C St.
Salt Lake City, UT 84103

Amy Mayhill

Human Resources Coordinator
Dominican Sisters of Peace, Inc.
amy.mayhill@oppeace.org
3600 Broadway Ave.
Great Bend, KS 67530

Emilee McBrayer

Human Resources Administrator
Catholic Community Services
emcbrayer@ccsutah.org
Diocese of Salt Lake City
27 C St.
Salt Lake City, UT 84103

Cléopâtre McCormick

Executive Director Finance
and Business Operations
Rosary Academy
cmccormick@rosaryacademy.org
1340 N Acacia Ave.
Fullerton, CA 92831

Sheena McCormick

Administrator
Sisters of the Precious Blood
smccormick@cppsdayton.org
4960 Salem Ave.
Dayton, OH 45416

Anna McLemore

Benefits Manager
Diocese of Richmond
amclemore@richmonddiocese.org
7800 Carousel Ln.
Richmond, VA 23294-4201

Tim Mercer

Director of Operations
St Paul Catholic Center
tmercer@hoosiercatholic.org
1413 E 17th St.
Bloomington, IN 47408

Geri Mesik, PHR

Compensation and
Benefits Manager
Congregation of St. Joseph
gmesik@csjinitiatives.org
1515 W. Ogden Ave.
LaGrange Park, IL 60526-1721

Christopher Miller

Director of Human Resources
Diocese of Brooklyn
cmiller@diobrook.org
309 Prospect Park West
2nd Floor
Brooklyn, NY 11215

Melissa Morin

Director of Human Resources
Diocese of Corpus Christi
mmorin@diocesec.org
P.O. Box 2620
Corpus Christi, TX 78403

Elisha Mumm

Administrator
Sisters of St. Francis
of the Holy Cross
emumm@gbfranciscans.org
3110 Nicolet Dr.
Green Bay, WI 54311-7212

Giselle North

Assistant Director of
Compensation and Benefits
Diocese of Manchester
gnorth@rcbm.org
153 Ash St.
Manchester, NH 3104

ATTENDEES

Stefanie Olsen

Human Resources Director
Diocese of Monterey
solsen@dioceseofmonterey.org
425 Church St.
Monterey, CA 93940

Mary Paczewski

Human Resources Assistant
Diocese of Wheeling-Charleston
mpaczewski@dwc.org
1311 Byron St.
Wheeling, WV 26003

Deacon Thomas Page

Human Resources Administrator
for the Field
Diocese of Brooklyn
tpage@diobrook.org
310 Prospect Park West
2nd Floor
Brooklyn, NY 11215

Andrea Comitini Patino

Eastern Region Finance
and Business Manager
Congregation of the Sisters
of St. Joseph of Peace
apatino@csjp.org
Shalom Center
399 Hudson Ter.
Englewood Cliffs, NJ 7632

Rev. Curtis Lane Paul

Pastor
Villanova University
revcurtislanepaul@comcast.net
4301 Round Top Rd.
Murrysville, PA 15632

Charlie Pavlovsky

Director of Human Resources
Archdiocese of
Galveston-Houston
cpavlovsky@archgh.org
1700 San Jacinto St.
Houston, TX 77002

Joann Pelipesky

Executive Director, Human
Resources and Benefits
Archdiocese of Baltimore
joann.pelipesky@archbalt.org
320 Cathedral St.
Baltimore, MD 21201

**Mariano Pimentel,
SPHR, SHRM-SCP**

Director of Human Resources
and Mission
Holy Cross Family Ministries
mpimentel@hcfm.org
518 Washington St.
North Easton, MA 2356

Jeff Pixler

CHRO
Archdiocese of Seattle
jeff.pixler@seattlearch.org
Office of Human Resources
710 9th Ave.
Seattle, WA 98104

Pat Plumley

COO
Adorers of the Blood of Christ
plumleyp@adorers.org
4233 Sulphur Ave.
St. Louis, MO 63128

Ana Podboj

Human Resources Manager
Diocese of San Bernardino
apodboj@sbdioocese.org
1201 E. Highland Ave.
San Bernardino, CA 92404-4607

Dorian J. Railey

Teacher Recruiter, MSC
Archdiocese of Denver
Dorian.railey@archden.org
1300 South Steele St.
Denver, CO 80210

Sinia Regalado

Director of Human Resources
Diocese of San Bernardino
sregalado@sbdioocese.org
1201 E. Highland Ave.
San Bernardino, CA 92404

Jessica Randazzo

Program Manager
NACPA
jrandazzo@nacpa.org
2121 Eisenhower Ave.
Suite 200
Alexandria, VA 22314

Daniel Rhoda

Employee Relations Specialist
Archdiocese of Denver
daniel.rhoda@archden.org
1300 South Steele St.
Denver, CO 80210

Natasha Richter

Human Resources Generalist
Archdiocese of Denver
natasha.richter@archden.org
1300 South Steele St.
Denver, CO 80210

Marci Rittmanic

Human Resources Director
Diocese of Fort Wayne -
South Bend
mrittmanic@diocesefwsb.org
915 South Clinton St.
Fort Wayne, IN 46801

Twila Roman, PHR, SHRM-CP

Director of Human Resources
Diocese of Sioux Falls
troman@sfcatholic.org
523 N. Duluth Ave.
Sioux Falls, SD 57104-2714

Bob Roper

Director of Human Resources
Archdiocese of Kansas City
in Kansas
broper@archkck.org
12615 Parallel Pkwy.
Kansas City, KS 66109

Patty Rudis

Human Resources Manager
Diocese of Saint Petersburg
prudis@dosp.org
6363 9th Ave. North
St. Petersburg, FL 33710

Patricia López Rueda, MAPS

Chancellor
Diocese of El Paso
plopez@elpasodioocese.org
499 St. Matthews St.
El Paso, TX 79907

Anna Schiele

Director of Human Resources
Diocese of Sacramento
aschiele@scd.org
2110 Broadway
Sacramento, CA 95818

Bethany Seay, SHRM-SCP

Assistant Director
of Human Resources
Diocese of Richmond
bseay@richmonddioocese.org
7800 Carousel Ln.
Richmond, VA 23294-4201

Marissa Selgelid

Parish Accountant
St. Ann's Catholic Church
accountant@stannsparish.us
1906 W Texas Ave.
Midland, TX 79701

Gina Severino

Human Resources Generalist, MSC
Archdiocese of Denver
gina.severino@archden.org
1300 South Steele St.
Denver, CO 80210

Julie Shea, PHR

Director of Recruitment
and Benefits Admin.
Sisters of Notre Dame de Namur
US East West Province
jshea@ewsndden.org
30 Jeffreys Neck Rd.
Ipswich, MA 1938

ATTENDEES

Jeni Shimizu

Chancellor and Finance Officer
Archdiocese of Agaña, Guam
jshimizu@archagana.org
196 Cuesta San Ramon, Suite B
Hagatna, AP 96910

Gina Sisneros

Human Resources Manager
Diocese of Pueblo
gsisneros@dioceseofpueblo.org
101 N. Greenwood St.
Pueblo, CO 81003

**Very Reverend Langes J. Silva,
STL, JCD**

Judicial Vicar and
Vice Chancellor
Diocese of Salt Lake City
nell.cline@dioslc.org
28 C St.
Salt Lake City, UT 84103

Tammy Skala

Exec. Director of Human Resources
Diocese of Cheyenne
tskala@dcwy.org
PO Box 1468
Cheyenne, WY 82003

**SharonAnn Smith,
MSA, SPHR, SHRM-CP**

Exec. Director of
Human Resources
Sisters of Notre Dame De Namur
US East West Province
sasmith@ewsndden.org
468 Poquonock Ave.
Windsor, CT 6095

Donna Speagle, SHRM-SCP

Senior Director of
Human Resources
Diocese of Cleveland
dspeagle@dioceseofcleveland.org
1404 E. 9th St., 8th Floor
Cleveland, OH 44114

Patrick Stephan

Sr. Human Resources Generalist
Archdiocese of St. Paul
and Minneapolis
stephanp@archspm.org
777 N. Forest St.
St. Paul, MN 55106

Lisa Stewart

Paralegal/Human Resources
Administrator
Archdiocese of Las Vegas
lstewart@dolv.org
336 Cathedral Way
Las Vegas, NV 89109

Anne Streitenberger

Director of Human Resources
Diocese of Columbus
amstreitenberger@columbuscatholic.org
197 E. Gay St.
Columbus, OH 43215

Theresa Surynt

Human Resources Manager
Diocese of Helena
hr@stmattsaints.org
St. Matthews Parish and School
602 S. Main St.
Kalispell, MT 59901

Stephanie Swan, PHR

Human Resources Director
Sisters of the Holy Names
of Jesus and Mary
sswan@snjmuson.org
PO Box 398
Marylhurst, OR 97036

Shannon Syzek

Exec. Director of Human Resources
Archdiocese of Denver
shannon.syzek@archden.org
1300 South Steele St.
Denver, CO 80210

Bryan Taylor, JD, JCL, PhD

Chancellor
Diocese of Boise
btaylor@rcdb.org
1501 S. Federal Way
Suite 400
Boise, ID 83705

Sarah Thomason

Human Resources Generalist
Archdiocese of Denver
sarah.thomason@archden.org
1300 South Steele St.
Denver, CO 80210

Mary Thorne

Principal
J.E. Cosgriff Memorial
Catholic School
mthorne@cosgriff.org
2335 E Redondo Ave.
Salt Lake City, UT 84108-3299

Debbie Turziano

Director of Human Resources
Diocese of Wheeling-Charleston
dturziano@dwc.org
1311 Byron St.
PO Box 230
Wheeling, WV 26003

Very Rev. Adam Urbaniak

Vicar General
Diocese of Biloxi
aurbaniak@biloxidiocese.org
1790 Poppes Ferry Rd.
Biloxi, MS 39532

Diana Veloza

Chief Human Resources Officer
Diocese of Brooklyn
dveloza@diobrook.org
308 Prospect Park West
2nd Floor
Brooklyn, NY 11215

Kelly Venegas, SPHR

Chief Human Resources Officer
Diocese of Gary
kvenegas@dcgary.org
9292 Broadway
Merrillville, IN 46410

Michelle Villanueva Bell

Controller
Archdiocese for the
Military Services, USA
controller@milarch.org
1025 Michigan Ave., NE
Washington, DC 20017

Dave Wyrwich

Director of Lay Personnel
Diocese of Biloxi
dwyrwich@biloxidiocese.org
1790 Poppes Ferry Rd.
Biloxi, MS 39532

Irene Zamora

Human Resources Coordinator
Archdiocese of Denver
irene.zamora@archden.org
1300 South Steele St.
Denver, CO 80210

NACPA Convocation 2025: SCHEDULE AT A GLANCE

SUNDAY, APRIL 27

11:00 a.m. – 1:30 p.m.	Film Screening: <i>Cabrini</i> Location: Olympus
12:30 – 1:15 p.m.	Cathedral Tour (45 Min, transportation provided; return to hotel by 1:45)
2:00 – 3:00 p.m.	New Member Orientation - Open to Members, Meet the NACPA Board and new NACPA Friends Location: Sundance
3:00 – 3:15 p.m.	Divine Mercy Chaplet Location: Sundance
3:30 – 4:15 p.m.	HR Certificate Program Alumni Reception Location: Sundance
5:00 – 6:00 p.m.	OPENING LITURGY Location: Our Lady of Lourdes Catholic Church (4:45 depart for Our Lady of Lourdes; transportation provided from hotel)
6:15 – 7:15 p.m.	Social and Opening Ceremony Location: Exhibit Hall

MONDAY, APRIL 28

7:00 – 8:30 a.m.	Continental Breakfast Location: Exhibit Hall
7:00 – 7:30 a.m.	Mass Location: Sundance
7:30 – 8:00 a.m.	Morning Prayer Location: Capitol Ballroom
8:30 – 10:15 a.m.	OPENING PLENARY: Sr. Norma Pimentel, MJ – Creating a Culture of Compassion and Kindness in the Workplace Location: Capitol Ballroom
10:15 – 11:30 a.m.	BREAK Location: Exhibit Hall
11:30 – 1:00 p.m.	CONCURRENT BREAKOUTS 1
	101 Leadership Skills Needed To Ensure a Workplace Culture of Wellbeing for the Employees and Ultimate Success of the Organization Location: Olympus A
	102 Fostering a Culture of Belonging - Embracing Diversity Location: Olympus B
	103 Managing the Employee Lifecycle: Pointers from Recruitment Through Separation Location: Amethyst
1:00 – 2:30 p.m.	Member Lunch / NACPA Meeting Location: Capitol Ballroom
2:30 – 2:45 p.m.	BREAK Location: Exhibit Hall
2:45 – 4:15 p.m.	CONCURRENT BREAKOUTS 2
	201 Shield of Faith: The Ministerial Exception Location: Olympus A
	202 Slam Dunk Team Building Strategies for Budgets of all Sizes Location: Olympus B
	203 Communication and Evaluation System Location: Amethyst
5:00 – 5:30 p.m.	Thank You SALT LAKE CITY Happy Hour! Location: Exhibit Hall

TUESDAY, APRIL 29

7:00 – 8:30 a.m.	Continental Breakfast Location: Exhibit Hall
7:00 – 7:30 a.m.	Mass Location: Sundance
7:30 – 8:00 a.m.	Morning Prayer Location: Capitol Ballroom
8:30 – 10:15 a.m.	PLENARY 2: Zip Rzeppa – Building a Discipleship Culture: Strategies for HR Professionals in the Workplace Location: Capitol Ballroom
10:15 – 11:30 a.m.	BREAK Location: Exhibit Hall
11:30 – 1:00 p.m.	CONCURRENT BREAKOUTS 3
	301 A Perfect Storm: How Human Resources is Weathering Chapter 11 and Reimagining 61 Parishes into 30 Location: Olympus A
	302 Innovate to Elevate: AI and Technology in HR and Benefits Location: Olympus B
	303 DOL and Your Church Retirement Plan: Maximizing Plan Efficiency and Participant Outcomes Location: Amethyst
1:00 – 2:30 p.m.	Free Time, Lunch not provided. See App for area restaurants.
2:30 p.m.	<i>Exhibit Hall Closes</i>
2:30 – 4:00 p.m.	CONCURRENT BREAKOUTS 4
	401 The "Jeopardy" that is HR in the Church Location: Amethyst
	402 Beyond Peanut Butter: Meaningful Strategies for Internal Pay Equity Location: Olympus A
	403 PANEL: Employee Benefits with a Catholic Lens 2.0, an update Location: Olympus B
4:00 – 4:15 p.m.	BREAK Location: Exhibit Hall
4:15 – 5:45 p.m.	THREE ROUNDTABLES – (Attendance in one is mandatory to receive full recertification HRCI/SHRM credits)
	501 HR 101 – Unraveling the Threads - Addressing Your Unanswered HR Questions Location: Olympus A
	502 Immigration and HR - Navigating Change Location: Olympus B
	503 EAP - Bundled vs. Stand-Alone: Which Path is Right for Your Organization? Location: Amethyst
5:45 p.m.	<i>Sessions Conclude</i>
6:30 – 7:00 p.m.	Social Location: Capitol Ballroom
7:00 – 9:00 p.m.	Closing 2025 Awards Banquet Location: Capitol Ballroom
9:30 – 11:00 p.m.	Karaoke After Party Location: Capitol Ballroom Cash Bar

Convocation Adjourned – Thank You! – See You in 2026!



2121 Eisenhower Avenue, Suite 200 Alexandria, Virginia 22314
571-551-6064 | www.NACPA.org