



Faith at Work

NACPA 2026

APRIL 19-21, NEW ORLEANS, LOUISIANA

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NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

A MESSAGE OF GRATITUDE FROM NACPA

The NACPA Board of Directors expresses its sincere and heartfelt gratitude to the Archdiocese of New Orleans and to all the Dioceses of Louisiana for their warm hospitality and generous support of this 55th Annual Convocation. This historic collaboration made this gathering especially meaningful and successful.

The Archdiocese of New Orleans

Archbishop James Checchio
Archbishop-emeritus
Gregory Aymond
Archbishop-emeritus
Alfred Hughes
Dr. Chalana Alexander Landry

Office of Divine Worship, New Orleans

Father Nile C. Gross
Betty-Ann M. Hickey
Xavier Morales

Opening Liturgy, Sunday

Immaculate Conception
Jesuit Church – New Orleans.
Father Anthony McGinn, S.J.,
Pastor

The Louisiana Dioceses

Diocese of Alexandria

Bishop Robert W. Marshall Jr.
David Brook

Diocese of Baton Rouge

Bishop Michael G. Duca
Julie Fontenot
Stephanie Moore
Tresha Rivere

Diocese of Houma-Thibodaux

Bishop Simon-Peter Engurait
William "Bill" Barbera

Diocese of Lafayette in Louisiana

Bishop J. Douglas Deshotel
Maureen K. Fontenot
Jacob Troutman

Diocese of Lake Charles

Bishop Glen John Provost
Robin Austin
Kimberlee Gazzolo

Diocese of Shreveport

Bishop Francis I. Malone
Deacon Michael Straub

Mass on Monday and Tuesday

Father Jose E. Lopez,
St. Vincent de Paul Regional Seminary

NACPA Convocation Committee

Nell Cline, Chair
Maureen Fontenot
Jillian Green
Dr. Regina Haney
Barbara Keebler
Dr. Chalana Alexander Landry
Geri Mesik
Lisa Pinto
Jessica Randazzo

Entertainment

St. Augustine's Brass Band
Bailee Meredith, NOCCA
(Classical Instrumental c/o 2026)

Design

Katherine Kremer
Katherine Kremer Design

Printing

District Creative Printing Inc.
William Van Wie
Vice President

Editing

Brian E. Gray

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2026 NACPA Convocation

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SHRM/HRCI Credit Overview



This activity has been approved for 11 recertification credit hours of which 7 are business credit hours toward a PHR®, 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 2026 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

2 **Session 100 has been approved for 2 recertification credits through HRCI® and 2 PDCs through SHRM. This session is not mandatory and does not count towards the NACPA 2026 recertification program occurring 4/20-21/26.

*Immaculate
Conception
Jesuit
Church*

Immaculate Conception
Jesuit Church
Photo by Jeff Goad





ARCHBISHOP OF DETROIT

April 19, 2026



To all NACPA Members, Speakers, Exhibitors, and Sponsors,

As your Episcopal Moderator, I am delighted to welcome you to NACPA's 55th Annual Convocation. I am grateful for the warm hospitality of Archbishop James Checchio and for the participation of all the dioceses of Louisiana, making this meeting one of our best ever. Thank you, Bishops:

- J. Douglas Deshotel (Lafayette)
- Michael Gerard Duca (Baton Rouge)
- Simon Peter Engurait (Houma-Thibodaux)
- Francis I. Malone (Shreveport)
- Robert W. Marshall, Jr. (Alexandria)
- Glen J. Provost (Lake Charles)

Our Convocation Committee has devoted countless hours to planning this meeting and recruiting outstanding speakers, including Fr. Philip Larrey and Paul Jarzembowski.

I also extend heartfelt thanks to Archbishop Gregory Aymond, who is retiring after many years of exemplary leadership. Archbishop Aymond also served as NACPA's Episcopal Moderator and we remain deeply grateful for his guidance and support.

Special gratitude goes to our retiring Executive Director, Dr. Regina Haney, whose vision and dedication over the past 10 years have made NACPA the primary association for Church HR directors. Her legacy includes the Certificate Program for emerging leaders; the Webinar and OnDemand series; excellent consultation services; and vibrant convocations nationwide. Regina's ability to unite people led to seven successful board committees and partnerships that expanded NACPA's influence and outreach.

We also recognize Annabelle Baltierra, who has generously served as Board President. At this convocation, we will honor the NACPA 2026 Award recipients: the Diocese of Saint Petersburg, Dr. Matthew Manion, Elizabeth Allen, Lisa Pinto, and Rob Reid.

Our work as Church leaders and HR directors must balance fairness, discernment, and compassion, ensuring that those we serve are respected and supported. I speak for all my fellow bishops in expressing gratitude to our HR directors and those with HR responsibilities for their knowledge, guidance, and steadfast commitment.

Finally, in the words of Pope Leo XIII: "To govern well is to act with justice, wisdom, and charity." I am pleased to note that this message resonates so well with NACPA's mission to promote justice in the workplace.

May God bless you abundantly,

Most Reverend Edward J. Weisenburger
Archbishop of Detroit



ARCHDIOCESE OF NEW ORLEANS

Office of the Archbishop

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April 2026



Dear Sisters and Brothers in Christ,

It is with a heart full of joy and gratitude that I welcome the National Association of Church Personnel Administrators (NACPA) to the Archdiocese of New Orleans for your 2026 Convocation. We are truly honored to receive you here in a city where faith is deep, culture is vibrant, and hope is a steady light that guides us through every season.

As you gather from every corner of our nation, you bring with you the diverse gifts and tireless dedication that sustain both the temporal and spiritual life of the Church. You are the stewards of our most precious earthly resource: the women and men who have answered the call to serve the Gospel. In your hands, the work of administration is elevated to an act of ministry, and the logistical becomes a labor of sacred service.

A Mission of Integrity and Compassion

Our prayer for you during these days is that this convocation serves as a wellspring in the desert as a time for you to be spiritually replenished. In the quiet intensity of diocesan and parish life, the weight of your responsibilities can often be heavy. May your time in New Orleans be filled with:

- **Meaningful Dialogue:** May your conversations spark new ways to serve God's people with transparency and grace.
- **Renewed Fellowship:** May you find strength in one another, knowing that you do not walk this path of leadership alone and we are united in Christ.
- **The Joy of Service:** May the Holy Spirit rekindle the why behind your work, deepening your sense of purpose in the mission entrusted to you.

Stewardship as Sacred Ministry

We are profoundly grateful for your commitment to excellence. By upholding the dignity of our workers and the integrity of our systems, you strengthen the very foundation of the Church's mission. You help to ensure that the Church remains a credible witness to Christ's love in the modern world even in the workplace.

As you enjoy the warm hospitality for which our city is known, may you also feel the spiritual embrace of our local community. We pray that the sessions you attend and the prayers you share will be blessed with wisdom and fruitful collaboration.

May the intercession of Our Lady of Prompt Succor be with you, guiding your deliberations and filling your hearts with peace. Please know that you remain in my prayers for a fruitful, grace-filled, and transformative gathering. Enjoy your visit to our beautiful city!

With renewed best wishes, I remain

Most Reverend James F. Checchio, J.C.D., M.B.A.
Archbishop of New Orleans



April 19, 2026

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,

Welcome to New Orleans for the 55th Annual NACPA Convocation. How fortunate we are to gather in this vibrant city, surrounded by colleagues who share a dedication to excellence in Church HR. We are deeply grateful to Archbishop James Checchio for his support and for the leadership of Chalana Alexander Landry, Director of Human Resources. This convocation is especially notable in that all the Louisiana dioceses have collaborated to make it one of our most successful.




In the days ahead we will have an opportunity to celebrate the extraordinary leadership of Dr. Regina Haney, who is retiring as Executive Director of NACPA. Regina's vision has truly transformed our association. She created a comprehensive certification program, introduced seven highly effective board committees, provided excellent consultation resources, developed an outstanding webinar series and the OnDemand initiative —and cultivated countless relationships that have strengthened our association's mission. Regina's dedication and creativity have left a legacy that will benefit Church HR leaders for years to come and we owe her our deepest gratitude.

In addition, this year is personally meaningful for me because it marks my final year as president of the Board of Directors. Serving this board has been an incredible honor, an opportunity to work with talented and committed colleagues, to witness the passion of our members, and to participate in the growth and evolution of this association. I am deeply thankful for the opportunity to serve and for the friendships forged along the way.

I extend special thanks to our delegates, whose enthusiasm brings this convocation to life and to our exhibitors and sponsors, whose support makes this gathering possible. Your collaboration ensures that every session, workshop, and conversation is rich and meaningful.

As we embrace the learning, fellowship and inspiration that New Orleans offers, may this convocation leave you renewed, energized and connected. Here's to celebrating the past, embracing the present — and looking forward to the bright future of NACPA.

With gratitude,


Annabelle Baltierra
President, NACPA Board of Directors

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



April 19, 2026

Dear Delegates, NACPA Members, Supporters, and Colleagues in the Dioceses of Louisiana,

It is a joy to welcome you to New Orleans, a city rich in faith, culture and history. I am deeply grateful to Archbishop Christopher Checchio for his warm hospitality and to the bishops and human resources leaders of the Louisiana dioceses whose support has made this gathering possible. I also wish to acknowledge with heartfelt thanks Archbishop Gregory Aymond, who served NACPA faithfully as episcopal moderator and shepherded the Archdiocese of New Orleans for 16 years with wisdom, compassion and courage.

I am grateful to Chalana Alexander Landry, Maureen Fontenot and the Convocation Committee for their dedication and tireless efforts in bringing this meeting to fruition. My sincere thanks also go to our keynote speakers, Father Philip Larrey, SJ, and Paul Jarzembowski, and to our workshop presenters, who will share valuable insights and expertise throughout the convocation.

As many of you know, after a wonderful tenure as Executive Director of NACPA, I will be retiring on June 30. It has been a great honor to serve this association and to witness firsthand the spirituality, professionalism, and integrity our members bring to ministry in the workplace.

I am especially thankful for the many ways our members have supported NACPA over the years—through service on committees and task forces, participation in webinars and OnDemand programs, engagement on the listserv, and faithful presence at our annual convocations. I am particularly proud of the continued growth of our Certificate Program, now celebrating more than 100 alumni who carry our mission forward.


I am profoundly grateful to Archbishop Edward Weisenburger for his ongoing support for me and for his leadership as episcopal moderator. I also offer a special and heartfelt salute to the NACPA Board of Directors, led with grace and vision by Annabelle Baltierra. The board's collaboration, trust and leadership have been a steady source of strength and encouragement.

I am deeply appreciative of the partnership of our corporate sponsors and exhibitors, whose belief in NACPA's mission has sustained and strengthened our work and underwritten many of our programs and initiatives.

As I reflect on this journey with all of you over the past ten years, a line from *Wicked* comes to mind: "Because I knew you, I have been changed for good."

I leave this role deeply grateful and truly better for having known and served this remarkable NACPA community. May the Lord bless you abundantly in the bright and promising years ahead.

Sincerely,


Regina Haney, Ed.D.
Executive Director
NACPA



2121 Eisenhower Avenue, Suite 200 Alexandria, Virginia 22314
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✦ OPENING RECEPTION

SUNDAY, April 19, 2026 | 6:30 - 8:00 PM



MOST REVEREND JAMES F. CHECCHIO, J.C.D., M.B.A. **Coadjutor Archbishop of New Orleans**

Archbishop James F. Checchio was born on April 21, 1966, in Camden, New Jersey. He attended Catholic elementary school and high school before entering the University of Scranton and earning a Bachelor of Arts degree in philosophy in 1988.

He received priestly formation at the North American College in Rome while earning a theology degree from the Pontifical University of Saint Thomas Aquinas and was ordained a priest for the Diocese of Camden, New Jersey on June 20, 1992.

As a priest of the Diocese of Camden, Archbishop Checchio served in several parishes and chancery roles and earned both a Licentiate in Canon Law and a Master of Business Administration.

In 2004, he was appointed vice-rector of the Pontifical North American College in Rome. The following year, he was promoted to rector. Five years later Pope Francis appointed Monsignor Checchio as the fifth Bishop of Metuchen.

On September 24, 2025, He was appointed Coadjutor Archbishop of the Archdiocese of New Orleans by Pope Leo XIV. On February 11, 2026, Pope Leo XIV formally accepted the resignation of Most Reverend Gregory M. Aymond, Archbishop of New Orleans, making Most Reverend James F. Checchio the 15th Archbishop of New Orleans.

✦ PLENARY SESSIONS

MONDAY, April 20, 2026 | 8:45 - 10:30 AM



FR. PHILIP LARREY 1.75 Business

Leverage AI for Smarter Church HR Leadership

Father Philip Larrey will provide an essential “survival guide” for the modern HR leader. Don’t just learn about technology, learn how to leverage AI to enhance human judgment and pastoral care. Attendees will take away practical strategies for smarter Church HR leadership without losing the mission-centered focus.

ABOUT THE SPEAKER Fr. Larrey, is a Catholic priest and professor of philosophy at Boston College. He previously held the Chair of Logic and Epistemology at the Pontifical Lateran University in the Vatican, where he also served as dean of the Philosophy Department. His scholarly work focuses on the philosophy of knowledge, critical thinking, and the impact of the digital era on society. Fr. Larrey has authored several influential books, including *Futuro ignoto* (IF Press) and *Connected World* (Penguin), which explore the profound effects of digital advancements. His most recent book, *Artificial Humanity* (2019), analyzes AI’s significance for humanity. Recently it was translated into Chinese. Fr. Larrey is a sought-after speaker, engaging with industry leaders globally.

He has collaborated with organizations such as the United Nations, Harvard University, and MIT.

TUESDAY, April 21, 2026 | 8:45 - 10:30 AM 1.75 HR



PAUL JARZEMBOWSKI

Finding Hope and Being Hope: Discovering the Spiritual Side of Church HR Administration

Delegates will learn to recognize the spiritual dimensions of church personnel administration and to live that spirituality in daily work. Lay people will understand how human resources, administrative duties and personnel management can share hope and God’s love, especially in the workplace. Drawing on St. Paul’s “spiritual gift of administration,” attendees will receive practical tools for finding hope — and embodying hope — at work.

ABOUT THE SPEAKER Paul Jarzembowski has worked at the United States Conference of Catholic Bishops in Washington, D.C., for 13 years within the Secretariat of Laity, Marriage, Family Life and Youth. In that role he manages the U.S. bishops’ work around laity and young adults, as well as being the USA national coordinator for World Youth Day. Paul is the author of two bestselling books from Paulist Press, *Hope from the Ashes* and *Hope for the Holidays*, an internationally recognized speaker, trainer, and consultant, and presently a Cardinal Bernardin Scholar and doctoral student at Catholic Theological Union in Chicago.

✦ PROGRAM AND WORKSHOPS

SUNDAY, APRIL 19

10:30 a.m. – 12:30 p.m. **Creole Queen River Boat, Jazz Brunch Cruise** – 1 Poydras St, New Orleans, LA 70130
BOARDING BEGINS: 10:00am SAILING: 10:30am - 12:30pm

12:00 – 2:00 p.m. Exhibitor Check in at the NACPA Main Desk and Setup **Location: Exhibit Hall**

2:30 – 4:00 p.m. Attendee Check in **Location: Exhibit Hall**

1:00 – 3:00 p.m. **INTRO SESSION**

100

LOCATION:
Feliciana

HR
2 **

Notes: Session included in registration fee; delegates wishing to attend should arrive Saturday; not required for M/T HRCI/SHRM accreditation; earns separate accreditation; schedule allows attendance with morning tour and afternoon orientation; 15-minute break between this session and orientation.

An HR Beginner’s Guide to Church Terminology and Governance

Maureen Fontenot, Chancellor/Director of HR, Diocese of Lafayette, LA – mfontenot@diolaf.org

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

Do you ever wonder what a particular term means in relation to the Catholic Church, or why the Church follows certain practices? Have you asked yourself how to properly address a member of the clergy? This session answers those questions while providing HR professionals with a practical introduction to the language and governance of the Catholic Church. Participants will explore the structure of dioceses and parishes, and learn how Church administration differs from other organizations. The session will also explain how canon law influences HR practices. Attendees will leave with a foundational understanding of Church terminology, governance, and administration—equipping them to engage more confidently and effectively in HR roles within the Catholic context.

ABOUT THE SPEAKERS

Maureen Fontenot serves as Chancellor and Director of Human Resources for the Diocese of Lafayette, LA. She oversees diocesan administration and human resources operations, supporting clergy, staff, and parish leadership. With expertise in governance, compliance, and organizational management, Maureen works to align personnel practices with Church law and mission. Her leadership strengthens diocesan operations while fostering a professional, mission-driven workplace culture across ministries.

Sarah Fogler is Human Resources Officer for the Roman Catholic Diocese of Richmond, where she supports diocesan and parish staff through strategic HR leadership. She specializes in employee relations, policy development, and benefits administration, ensuring compliance with civil and canon law. Sarah is dedicated to fostering effective workplace practices that advance the Church’s mission while supporting employees and ministry leaders throughout the diocese.

3:15 – 3:45 p.m. New Member Orientation - Open to Members, Meet the NACPA Board **Location: Beauregard**

3:45 – 4:15 p.m. HR Certificate Program Alumni Reception **Location: Beauregard**

5:00 – 6:00 p.m. **OPENING LITURGY** **Location: Immaculate Conception Jesuit Church**

FR. ANTHONY MCGINN, S.J.

(4:00 and 4:30 departures for Immaculate Conception Church, transportation provided from hotel)

6:30 – 7:30 p.m. Social and Opening Ceremony **Location: Piazza D'Italia**

PROGRAM AND WORKSHOPS

MONDAY, APRIL 20

- 7:00 – 8:30 a.m. Continental Breakfast Location: Exhibit Hall
- 7:00 – 7:30 a.m. Daily Liturgy Location: Beauregard
- 7:30 – 8:00 a.m. BREAK Location: Exhibit Halls
- 8:00 – 8:30 a.m. Morning Prayer Location: Louisiana Ballroom
- 8:30 – 8:45 a.m. BREAK Location: Exhibit Halls

8:45 – 10:30 a.m. **OPENING PLENARY:**
FATHER PHILIP LARREY
 Leverage AI for Smarter Church HR Leadership
 LOCATION: Louisiana Ballroom
 Business 1.75
 10:30 – 11:30 a.m. BREAK Location: Exhibit Halls

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

101
 *This session time was moved to Tue 2:30 – 4 p.m.
 LOCATION: Lafourche
 HR 1.5
Having Difficult Conversations Through a Catholic Lens
Giselle Gillis, Executive Director of Human Resources, Diocese of Saint Petersburg – ggillis@dosp.org
Patty Rudis, Associate Director of Human Resources, Diocese of Saint Petersburg – prudis@dosp.org
 Leaders in parishes and schools face the challenge of conversations we would rather avoid—addressing staff concerns, guiding volunteers, or holding peers accountable. These moments can feel heavy, but when approached with clarity and charity, they become opportunities for grace. This presentation equips leaders with proven tools such as radical candor and crucial conversations, integrated with Catholic values, to foster growth, reconciliation, and stronger, faith-filled communities.
ABOUT THE SPEAKERS
 Giselle Gillis is Executive Director of Human Resources for the Diocese of Saint Petersburg. With more than a decade in HR leadership across the military, nonprofit, and diocesan sectors, she brings deep expertise and a faith-driven perspective to the topic. A U.S. Army Reserve veteran since 2006, she has been recognized with multiple commendations. Fluent in English and Spanish, Giselle is dedicated to aligning HR ministry with the mission of the Church.
 Patty Rudis serves as Associate Director of Human Resources for the Diocese of Saint Petersburg. She supports diocesan and parish leadership in talent management, employee relations, and policy implementation. With expertise in HR operations and compliance, Patty helps ensure effective personnel practices aligned with Church mission and civil requirements. She is committed to fostering professional excellence and collaborative workplace culture across diocesan ministries and institutions.

French Market

French Market
Photo by Paul Broussard



PROGRAM AND WORKSHOPS

MONDAY, APRIL 20

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

102
 LOCATION: Feliciana
 HR 1.5
Ethics in the World of HR and the Catholic Workplace
Stephen Colella, Cabinet Secretary of Parish Life, Archdiocese of Miami – swcolella@gmail.com
 This session is an introduction to ethics. It will present a brief overview of what ethics are, how they operate within the individual human person, how they relate to HR and the Catholic workplace, and how they help us become better people for ourselves and for others.
ABOUT THE SPEAKER
 As an advisor to Archbishop Thomas Wenski, Stephen Colella oversees implementation of the strategic pastoral plan and manages the departments of evangelization and parish life, youth activities, marriage and family life, respect life, the Madonna Retreat Center, and special projects. He is an adjunct professor at St. Thomas University in Miami Gardens. He previously served the Archdiocese of Boston and holds degrees from the University of Southern California, Gordon-Conwell Theological Seminary, and St. Thomas University.

103
 LOCATION: Lafourche
 Business 1.5
Vision in Chaos: Preparing for What's Next
Molly Fara, Associate Director, Secretariat of Child and Youth Protection, USCCB – MMFara@usccb.org
 This session explores how adaptive leadership turns uncertainty into opportunity. In this session, you'll discover a practical framework for anticipating the unexpected, adjusting to a shifting landscape, and staying grounded even when everything around you is moving. Learn how to lead with clarity and foresight to adapt, improvise, and overcome. After all, sometimes success comes from finding the holes in the Swiss cheese.
ABOUT THE SPEAKER
 Molly Fara joined USCCB staff in September 2020 after serving eight years as Director of Child and Youth Protection for the Diocese of Joliet. She holds a BA in psychology from the University of Dayton and an MA in Social Work from the University of Illinois at Chicago. She is a Licensed Clinical Social Worker with experience in protective services, treatment programs, and employee assistance. Her experience spans parish, diocesan, and national safeguarding initiatives focused on prevention and accountability efforts.

1:00 – 2:30 p.m. **Member Lunch/NACPA Meeting** Location: Louisiana Ballroom
 2:30 – 2:45 p.m. BREAK Location: Exhibit Hall



Riverwalk

Steamboat Natchez
(right) Photo by Paul Broussard

Creole Queen Steamboat
(left) Photo by Stephen Young/
NewOrleans.com

PROGRAM AND WORKSHOPS

MONDAY, APRIL 20

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

201

LOCATION:
Feliciana
Business
1.5

Servant Leadership and Coaching: Catalysts for a Flourishing Catholic Workplace Culture

Mary McGuinness, PCC, Owner/President and Chief Coaching Officer, MMCG, Inc. –
mary@marymcguinness.com

Melinda A. Wright, Consultant and Certified Executive Coach, Melinda Wright Consulting Group, LLC –
melindawright526@gmail.com

As Catholic organizations face staffing shortages, generational turnover, and shifting cultural expectations, HR leaders are called to be more than administrators. They are builders of Catholic workplace culture. Servant leadership and coaching offer practical, mission-rooted ways to help employees flourish, stay engaged, and see their work as a true vocation.

ABOUT THE SPEAKERS

Mary McGuinness, President of MMCG, Inc., serves faith-based and mission-driven nonprofits internationally through values-based consulting and leadership coaching. She develops servant leaders who build fair, just, and authentic cultures where people grow their gifts in service to the mission.

Melinda Wright has more than 30 years of experience in leadership development across the private, public, and nonprofit sectors, helping clients align values, assess needs, resolve conflicts, and navigate organizational change. She has taught leadership and social entrepreneurship at DePaul University for more than 16 years and facilitates a values-based international leadership training course for the Hay Leadership Project. She previously served as executive director for the Crohn's & Colitis Foundation (West Central U.S.) and as a corporate advisor for the MS Society. She holds an MEd and is a certified executive coach.

202

LOCATION:
Lafourche
HR
1.5

The Importance of Educating Employees on Their Benefits

Julie Cannaday, CRPC® Principal and Financial Education Manager, Milliman,
julie.cannaday@milliman.com

The better employees are educated on the benefits available to them, how they work, and how it will impact their life has a material impact on plan cost and employee performance. Appropriately covered employees reduce overall risk to the plan by having more predictable claims costs for both the employer and employee as well as help to reduce absenteeism/productivity loss/engagement issues.

ABOUT THE SPEAKER

Julie Cannaday is a principal and financial education manager for Milliman's Employee Benefits Administration Practice. In her role, she prioritizes the participant experience by leveraging her extensive benefits expertise to develop and implement meeting strategies tailored to client cultures. Julie oversees the integration of human resources and retirement plan education to ensure comprehensive benefits communication. She leads a team of experienced retirement educators and on-site representatives, while also conducting high-level executive retirement consultations.

PROGRAM AND WORKSHOPS

MONDAY, APRIL 20

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

203

LOCATION:
Pointe Coupee
HR
1.5

360 REVIEWS DON'T WORK - The Better Solution to Performance Reviews

Michael King, Founder/CEO, Executive Coach, Teams Coach, michael@teams.coach

More than 30 years have passed since the creation of 360-degree reviews, yet work culture has evolved dramatically. The problem? These reviews haven't. In fact, they often push leaders to focus on the wrong data, leading to misguided decisions that no longer fit today's fast-paced, emotionally driven workplace. In this thought-provoking keynote, we will challenge the status quo and reveal why traditional 360 reviews fail to deliver the impact they once promised. Attendees will walk away with a modern framework for performance conversations that actually drive engagement and results. They'll learn how to replace outdated review systems with a culture of continuous feedback, psychological safety, and data that matters—helping leaders move from evaluation to evolution.

ABOUT THE SPEAKER

Michael King is an Executive and Business Leadership Coach dedicated to transforming leaders and their teams. With nearly two decades of hands-on experience leading organizations, he specializes in crafting clear, simple, and effective strategies that drive business growth and change. Professional Background: Education: B.S. in Humanities and Fine Arts from North Central University M.S. in Leadership from Bellevue University Certified Executive Coach.

5:00 – 5:30 p.m. **THANK YOU NEW ORLEANS HAPPY HOUR**

Sponsored by Mutual of America Financial GroupSM Location: Main Exhibit Hall

Garden District



Garden District
(above)
Photo by Zack Smith

Uptown architecture
(left)
Photo by Paul Broussard

Streetcar
(right)
Photo by Cheryl Gerber

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 21

- 7:00 – 8:30 a.m. Continental Breakfast Location: Exhibit Hall
- 7:00 – 7:30 a.m. Daily Liturgy Location: Beauregard
- 7:30 – 8:00 a.m. BREAK Location: Exhibit Halls
- 8:00 – 8:30 a.m. Morning Prayer Location: Louisiana Ballroom
- 8:30 – 8:45 a.m. BREAK Location: Exhibit Halls

8:45 – 10:30 a.m. **OPENING PLENARY:**
Paul Jarzembowski
 Finding Hope and Being Hope
Discovering the Spiritual Side of Church HR Administration

LOCATION:
Louisiana Ballroom

HR
1.75

10:30 – 11:30 a.m. BREAK Location: Exhibit Halls

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

301 Management and Conflict Resolution

LOCATION:
Feliciana

HR
1.5

Linda Rava, SHRM-CP, Director of Human Resources, Saint John Vianney Center – LRava@sjvcenter.org
 Effective management and conflict resolution are essential skills for HR professionals serving the Catholic Church, where values like respect, compassion, and integrity must guide all interactions. This presentation explores strategies to manage teams, address disputes, and maintain a healthy work environment grounded in Catholic social teaching. Emphasis is placed on active listening, clear communication, and restorative practices that reflect the Church's mission.

ABOUT THE SPEAKER

Linda Rava, SHRM-CP, serves as Director of Human Resources at Saint John Vianney Center, overseeing HR strategy, talent development, and organizational operations. With extensive expertise in employee relations, workforce planning, and compliance, she fosters a supportive and high-performing workplace. Linda is committed to cultivating staff growth, promoting professional excellence, and aligning human resources initiatives with the Center's mission of holistic care, formation, and leadership development.



Streetband (left)
Photo by Zack Smith



Cafe Du Monde (right)
Photo by Paul Broussard

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 21

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

302

LOCATION:
Pointe Coupee

Business
1.5

Protecting the Mission: Catholic Identity, HR Architecture, and Religious Liberty

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

Mary Beth Barry, Director of HR Consultative Services, Catholic Benefits Association -
 marybeth@catholicbenefitsassociation.org

Catholic institutions face challenges balancing compliance, employee expectations, and fidelity to Church teaching. This session offers practical strategies for strengthening Catholic identity in HR documents and health benefit plans to shape culture and protect religious liberty. Through real-world tools and case studies, attendees will learn how small language shifts can transform policies into faith-driven expressions of mission.

ABOUT THE SPEAKERS

Jason Coon is Vice President of the Catholic Benefits Association, where he leads strategic initiatives to strengthen benefits services for Catholic ministries and organizations. With a focus on collaborative solutions, Jason supports member engagement, program development, and operational excellence. He brings extensive expertise in association leadership, benefits management, and service delivery, empowering Catholic institutions to provide sustainable, high-quality benefits that support mission-driven work and organizational wellbeing.

Mary Beth has worked in the Human Resources field for 20 years, with 14 of those years being in the healthcare arena, including 10 years leading the human resource departments for a large faith-based healthcare system. She is a graduate of the University of Massachusetts, Amherst where she earned her bachelor's degree in Sociology and Criminal Justice.

French Quarter



French Quarter (left)
Photo by Paul Broussard

Bourbon Street (above)
Photo by Zack Smith

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 21

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

303

LOCATION:
Lafourche

HR
1.5

HR & Safe Environment: Partnership Matters

Nanette Lowe, Executive Director of Human Resources, Archdiocese of Washington – lowen@adw.org
Background screening is not just for employment clearance, but also to ensure that minors are in a safe environment. For too long, HR professionals and safe environment coordinators have approached their work independently. With strong partnership and collaboration, the work can be done together, allowing employees to learn from one another and grow. This session offers an opportunity to examine how your diocese approaches safe environment efforts and identify efficiencies.

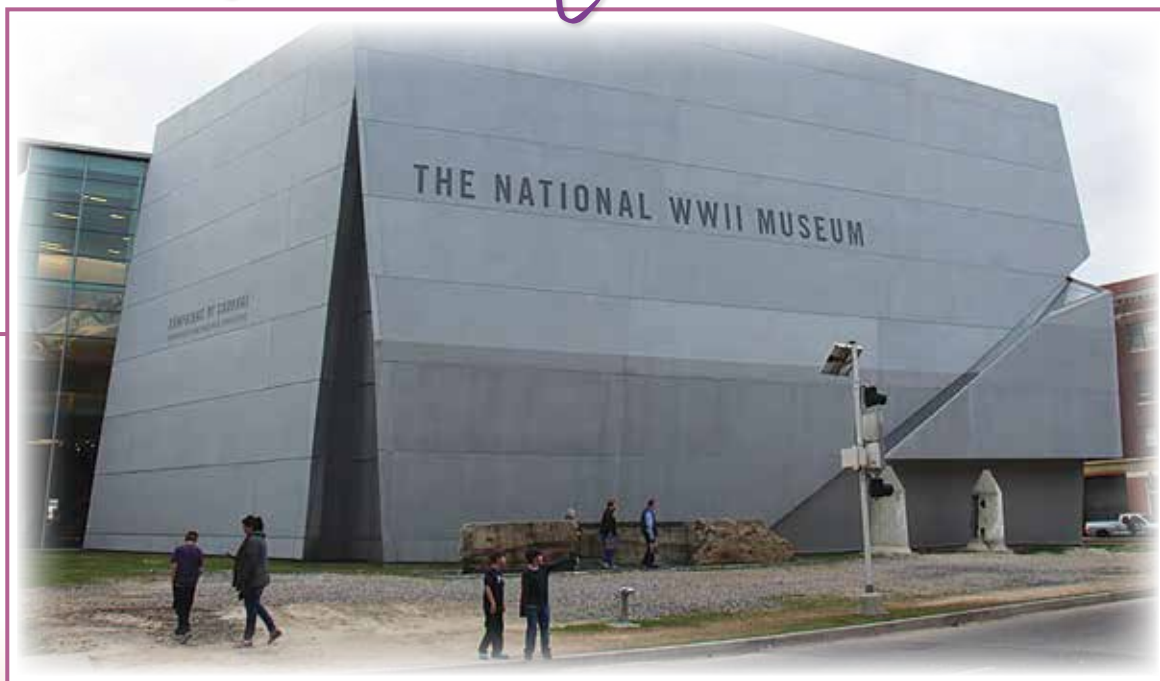
ABOUT THE SPEAKER

Nanette Lowe is Executive Director of Human Resources for the Archdiocese of Washington, where she leads HR strategy, policy, and operations across parishes, schools, and ministries. She focuses on creating a supportive and compliant workplace, aligning HR practices with Catholic values, and fostering employee engagement and development. With extensive experience in HR leadership, Nanette specializes in talent management, organizational development, and safe environment initiatives to ensure a thriving, faith-based work culture.

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

2:30 p.m. Exhibit Hall closes

National WWII Museum



The National WWII Museum in New Orleans is the United States' official museum dedicated to telling the story of World War II through immersive exhibits, powerful personal narratives, and a vast collection of artifacts that illustrate how the conflict was fought, won, and experienced by everyday people.

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 21

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

401

LOCATION:
Feliciana

Business
1.5

Employment Law Update

Christian Antkowiak, Shareholder, Labor, Employment, Benefits & Immigration Section Co-Chair, Buchanan Ingersoll & Rooney – christian.antkowiak@bipc.com

Erin J. McLaughlin, Shareholder, Buchanan Ingersoll & Rooney – erin.mclaughlin@bipc.com

In this session, attendees will discover actionable strategies for staying compliant with ever-changing laws and regulations. It includes recommendations for updating policies and handbooks, conducting training, and addressing potential liabilities. This presentation is designed to equip you with the knowledge needed to effectively navigate the complexities of employment law.

ABOUT THE SPEAKER

Christian Antkowiak is a shareholder and co-chair of the Labor, Employment, Benefits & Immigration Section at Buchanan Ingersoll & Rooney. He advises Catholic institutions on employment law compliance, risk management, policy development, and dispute resolution. With extensive experience representing nonprofit and religious organizations, Christian helps clients navigate complex labor and employment issues while maintaining alignment with Church mission and values.

Erin McLaughlin defends clients against employment discrimination, retaliation, whistleblower, breach of contract and wage and hour claims. She has also represented clients in investigations and litigation brought by the Equal Employment Opportunity Commission (EEOC). Erin further protects her clients' business by prosecuting trade secret and restrictive covenant cases. With significant litigation and trial experience, Erin has represented clients before United States federal courts nationwide and state courts throughout the country.

402

*This session time was moved to Mon 11:30 – 1 p.m.

LOCATION:
Point Coupee

Business
1.5

Highlights of the 2025 Diocesan Salary Survey

Fr. Thomas Gaunt SJ, Ph.D., Executive Director, Center for Applied Research in the Apostolate (CARA) – tpg9@georgetown.edu

CARA completed a Diocesan Salary and Benefits survey in 2017, 2022, and now in 2025 for NACPA. The survey is a proven tool, providing invaluable data to assist members with annual budgeting, salary ranges, and benefit comparisons. The session will highlight: the profile of participating arch/dioceses; major findings on compensation and benefit levels by region, size, and gender; the organization of the report; and interpretation of the data.

ABOUT THE SPEAKER

Fr. Thomas Gaunt has been the Executive Director of CARA for 15 years. Prior to CARA, he was the Executive Secretary of the Jesuit Conference USA. Earlier, he was the Director of Planning and a pastor in the Diocese of Charlotte for 13 years. He holds a Master's in Public Administration and a Ph.D. in City and Regional Planning from the University of North Carolina – Chapel Hill.

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 21

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

403

LOCATION:
Pointe Coupee

HR
1.5

Maximizing Your Retirement Benefit Program: Strategies to Support Workforce Financial Well-Being

Michael Levin, Area Senior Vice President and Investment Advisor Representative, Gallagher – Michael_Levin@ajg.com

Employees face the ever-increasing challenge of financial wellness. The responsibility for saving for a secure retirement has shifted from being solely the employer's responsibility to one shared between employer and employee. The cost of healthcare, retirement, and personal debt creates financial imbalance. This workshop will explore how these factors affect your diocesan workforce and engage participants in shared learning around strategies to build a financially resilient workforce.

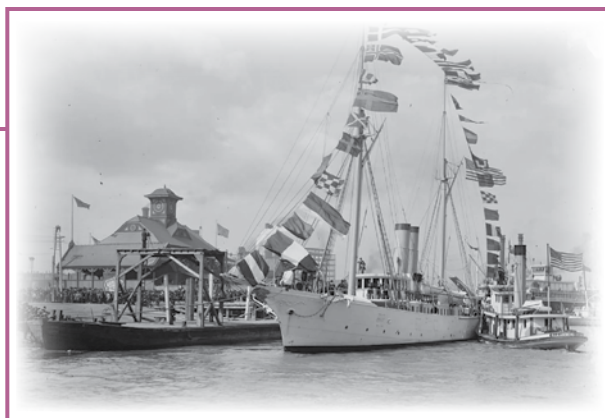
ABOUT THE SPEAKER

Michael Levin serves as Area Senior Vice President and Investment Advisor Representative at Arthur J. Gallagher & Co., where he provides strategic investment and risk management guidance to institutional and nonprofit clients. He specializes in aligning financial strategies with organizational goals, delivering tailored solutions in employee benefits, retirement planning, and long-term asset growth. Michael is committed to helping clients strengthen financial stability while advancing their mission and operational excellence.

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

Vintage New Orleans

New Orleans docks, 1900
(right) Courtesy of the Library of Congress



Mardi Gras in New Orleans, circa 1920
(above) Courtesy of Wikimedia Commons

Luling Mansion, 1880
(right) Courtesy of the Library of Congress



PROGRAM AND WORKSHOPS

TUESDAY, APRIL 21

4:15 – 5:45 p.m. **ROUNDTABLE – SESSIONS 501 - 503**

Roundtable Discussions following the OnDemand Format

Roundtable sessions will follow the style of NACPA's Members-Only OnDemand Discussion Series. Each room will feature moderators with expertise in the field. Sessions will open with a brief topic introduction from the moderator and then break into small groups for focused discussion to share challenges and possible solutions. The takeaways and resources will be gathered and made available on the attendees-only resource site following the convocation.

R-501

LOCATION:
Pointe Coupee

Business
1.5

The Algorithmic Colleague: Navigating the AI Revolution in Human Resources

Discussion Framework provided by Nell Cline, Director, Human Resources, Diocese of Salt Lake City

The landscape of Human Resources is undergoing its most significant transformation since the dawn of the digital age. As Artificial Intelligence moves from a "future-tech" buzzword to a core operational tool, HR leaders are finding themselves at a critical crossroads. This roundtable discussion is focused on innovation and the future of work rather than just the administrative side of HR. It will focus on the productivity, engagement, and overall experience of the people within the organization.

R-502

LOCATION:
Lafourche

Business
1.5

Navigating the New Immigration Landscape: Strategy, Compassion, and Compliance

Discussion Framework provided by Michele Pistone, Professor of Law, Villanova University, Charles Widger School of Law, **Chris Hagen**, SPHR, Director of Human Resources, Diocese of Manchester and **Patricia Lopez Rueda**, MAPS, Chancellor - Director of Human Resources, Catholic Diocese of El Paso

As the Church continues to stand as a "species on the move," our HR offices are at the forefront of welcoming and supporting migrants, refugees, and religious workers. However, the legal environment in 2026 has introduced significant hurdles—from the termination of Temporary Protected Status (TPS) for several nations to the introduction of high-stakes H-1B fee structures.

This roundtable invites NACPA members to move beyond the headlines. We will discuss how to balance our Catholic identity with the "hard" requirements of federal law, focusing on the practicalities of workforce stability and the ethical management of employee transitions.

With the March 31, 2026, deadline for physical document re-inspections now behind us, we will discuss how to audit your files for compliance. We'll also cover the mandatory transition to the January 20, 2025, edition of Form I-9 before the July 31 cutoff for electronic systems.

R-503

LOCATION:
Feliciana

HR
1.5

Bridging Faith and Practice: A Roundtable Discussion on Catholic Identity & Benefits

Discussion Framework provided by Robert Smedley, The Matthias Group, LLC

Join us for a focused discussion on aligning our institutional mission with the practical benefits that sustain our community.

This roundtable discussion explores the intersection of spiritual conviction and tangible support. We will examine how a robust Catholic identity serves as the foundation for our values and mission, while also discussing the Catholic benefits—both spiritual and practical—that sustain our community.

5:45 p.m. *Sessions Conclude*

6:30 – 7:00 p.m. Social Location: Exhibit Hall
Entertainment – St. Augustine's Brass Band

7:00 – 9:00 p.m. Closing 2026 Awards Banquet Location: Louisiana Ballroom

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

**Convocation adjourned. Thank you for attending.
Please join us in Savannah, GA for NACPA 2027.**

THE NACPA 2026 AWARDS



LEADERSHIP AWARD | NACPA 2026 DIOCESE OF SAINT PETERSBURG, FLORIDA

Bishop Gregory L. Parkes and Dr. Lois Locey, Chancellor for Administration

The motto of the Diocese of Saint Petersburg, Florida—“Courageously Living the Gospel”—does more than inspire; it actively shapes diocesan life, including the vital work of personnel administration.

Under the pastoral leadership of Bishop Gregory L. Parkes, together with Chancellor for Administration Dr. Lois Locey, the Human Resources team has expanded both its engagement and its impact within the NACPA community. Their growing involvement reflects a clear commitment to professional excellence rooted in mission.

Since hosting NACPA’s 2012 Convocation, diocesan leadership has consistently affirmed the value of NACPA in strengthening HR service to the Church. Four HR team members have completed the Certificate Program, and members regularly participate in convocations, OnDemand resources, webinars, and the List Serve—demonstrating an enduring commitment to faith-filled leadership and collaboration.

The Office of Human Resources is strategically positioned within the Works of Mission Advancement, underscoring its integral role in the Church’s ministry. The diocesan employment page further reflects this alignment by offering job seekers spiritual resources, including a Rosary Meditation for Job Seekers, a Prayer to St. Joseph for Workers and Those Seeking Employment, and access to a faith-based employment assistance ministry. Throughout diocesan policies, employees are invited to link workplace practices directly to core diocesan values.

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.



VISION AWARD | NACPA 2026

DR. MATTHEW MANION

**David Grenon Family Faculty Director, Center for Church Management
Professor of Practice, Department of Management and Operations | Villanova University**

Dr. Matthew Manion exemplifies dedication to the Catholic Church and a forward-looking vision for preparing its leaders to meet the challenges of the future—an alignment that mirrors the mission of NACPA. He has been a driving force behind the development and promotion of

Villanova University’s Church Management Certificate and Master’s programs, blending a proven business curriculum with a faith-based approach to leadership.

The certificate offerings include Catholic School Management, Church Management, and Church Management for Men in Formation. His Church Management and Diocesan Apostolate program for new bishops has been recognized by Pope Leo and is particularly notable for its emphasis on human resources, an area increasingly vital to diocesan leadership.

In addition to HR, these programs address finances, pastoral strategies, mission and management, and decision-making related to synodality, equipping Church leaders to act with competence and integrity. Matt exemplifies the NACPA mission by promoting leadership in human resources, finance, and administration grounded in Gospel values and justice in the workplace.

A recent National Public Radio interview highlighted Matt as a visionary who understands the current realities of the Catholic Church and is actively helping to educate and guide its present and future leaders. As he observed, “We need to be a Church that’s meeting people where they are.”

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.



OUTSTANDING SERVICE AWARD | NACPA 2026

LIZ ALLEN

**Director of Pastoral and Administrative Services, Former Director of Human Resources
Roman Catholic Diocese of Portland, Maine**

Elizabeth Allen exemplifies faithful service and dedicated leadership within NACPA and the wider Church community. A committed NACPA member since 2001, Liz was appointed Director of Human Resources for the Diocese of Portland, Maine, in 2008, bringing more than 20 years of professional HR experience to the role. Her recent promotion to Director of Pastoral and Administrative Services reflects both her expertise and her deep commitment to mission-driven leadership.

As NACPA Board President from 2020 to 2022, Liz guided the organization through the unprecedented challenges of the pandemic with wisdom, empathy, and steady resolve. She remains a generous mentor in the Certificate Program, continuing to support participants with practical guidance and encouragement.

Liz also helped establish NACPA’s New England chapter, strengthening regional collaboration. Beyond NACPA, she serves her parish as a lector and supports several nonprofit boards dedicated to serving those most in need.



SERVICE AWARD | NACPA 2026

LISA PINTO

Senior Director of Human Resources | Archdiocese of Miami

Lisa Pinto has demonstrated unwavering commitment and made vital contributions to the National Association of Church Personnel Administrators. Her board service reflects a generous willingness to engage deeply in program delivery, leaving a lasting mark on NACPA and its mission.

Lisa has helped members view Human Resources through the Church’s unique lens, encouraging professionals to move beyond compliance toward faith-based decision-making that promotes justice in the workplace. She has strengthened the Certificate Program for those transitioning from secular to Church-related HR roles, enhancing the curriculum through her expertise in adult education and mentoring participants as they grow professionally and spiritually.

Lisa’s influence extends to the broader Church through her work with the Conference of Major Superiors of Men, where she presents on essential HR functions for new leaders. NACPA is grateful for Lisa’s leadership and enduring legacy of excellence.



SERVICE AWARD | NACPA 2026

ROB REID

Director of Human Resources | Archdiocese of Cincinnati

For the past six years, NACPA has been privileged to benefit from Rob Reid’s service on its Board of Directors. As Director of Human Resources for the Archdiocese, Rob brought a valuable combination of legal insight and HR expertise that strengthened the association’s strategic direction.

A dedicated member of the Finance Committee, Rob was consistently prepared and thoughtfully engaged. He looked beyond immediate figures to ensure financial decisions supported NACPA’s long-term sustainability and mission.

One of his most significant contributions was leading the comprehensive revision of NACPA’s bylaws. Understanding the importance of governance that reflects today’s realities, he guided this effort with clarity and diligence. Because of his leadership, NACPA now stands on a stronger, more modern foundation.

NACPA is deeply grateful for Rob’s steady leadership, professional excellence and unwavering commitment to the association.

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. The Outstanding Service Award salutes board members who have provided ongoing service after retiring from the board.



Dr. Regina Haney

A REMARKABLE ERA: Celebrating the Leadership of Dr. Regina Haney

Regina is retiring after more than 10 years of dedicated service as our Executive Director. We are deeply grateful for her outstanding leadership and steadfast commitment, which have elevated our association to new levels of professionalism and positioned NACPA for a strong and promising future.

With gratitude,
The NACPA Board of Directors

Tributes from the NACPA board of directors.

Dr. Regina Haney's vision and dedication over the past decade have shaped NACPA into the leading association for Church HR directors and all those with HR responsibilities. Her legacy is both substantial and enduring: the Certificate Program for emerging leaders, the Webinar and OnDemand series, expanded consultation services and vibrant convocations across the country. Through her remarkable ability to bring people together, Regina fostered seven thriving board committees and cultivated partnerships that broadened NACPA's influence and strengthened its outreach.

Archbishop Edward J. Weisenburger
Archbishop of Detroit
Episcopal Moderator, NACPA

As a NACPA Board member and current NACPA President, I have learned by listening to and watching Regina what it is to be fearless (ask for those sponsorships), aim high (keep those memberships numbers growing), hold others accountable with firmness but kindness (have you completed your

action item?), and have a fighting spirit to uphold NACPA's mission and values. Thank you Regina for being such an inspiration and great mentor. I will miss our collaborations, our talks and the laughs. You truly are a blessing.

Annabelle Baltierra, SPHR, SHRM-SCP
President, NACPA Board of Directors
Senior Human Resources Leader
Los Angeles, CA
annabelle.b07@gmail.com

Regina, Thank you for your tireless efforts in guiding NACPA. Under your phenomenal leadership, this incredible organization has been a tremendous blessing to (arch) dioceses, religious communities, and organizations. The wide variety of services, resources, and opportunities offered by NACPA have been invaluable to the membership. I am particularly grateful for the great faith that you have infused into your leadership. We are all better because of your faith and your example.

Auxiliary Bishop Lawrence Sullivan
Vicar General
Archdiocese of Chicago

For ten years, Regina has led NACPA with unwavering faith, courage, and vision. Her passion for the Church and commitment to excellence have strengthened Human Resources as a true vocation—serving both clergy and lay faithful. What I once perceived as unyielding focus, I now understand as deep devotion. She is the epitome of living her vocation and calls us to do the same in service to the Church and one another.

Sarah Fogler, SPHR, SHRM-CP
Chief Human Resources Officer
The Diocese of Richmond

Regina has been a remarkable friend, leader and mentor. I have truly valued the opportunity to serve alongside her on the NACPA Board, the Finance Committee and the Marketing and Membership Committee—as well as on the very first committee I joined, the OnDemand Committee. Throughout our time working together, Regina has inspired me to grow not only professionally but personally as well. Her wisdom, generosity and leadership

have left a lasting impact on my life. I wish Regina every blessing in her retirement and much joy as she begins the next chapter of her life's journey.

Tiara Hatfield, MBA, SHRM-CP
Director of Human Resources
and Risk Management
Diocese of Davenport
Treasurer, NACPA

I have been a NACPA board member for a little over half of Regina's tenure as Executive Director and have witnessed firsthand the passion, dedication and expertise that she has brought to NACPA. Regina is leaving NACPA better than she found it and that is perhaps the best compliment that one can give!

Robert Reid, J.D.
Director of Human Resources
Archdiocese of Cincinnati

Regina, thank you for your many years of faithful service. Your commitment to NACPA's mission and purpose

is unwavering. You have served wholeheartedly with passion, focus and determination. You have been a fearless leader, never afraid of a challenge. It has been a pleasure to work with you and I wish you all the best as you embrace life's next adventure.

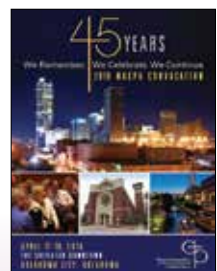
Joy Doyle, MBA, SHRM-SCP
Director of Human Resources
Sisters of St. Joseph, Baden, PA

When I think of Regina the term "Servant Leadership" immediately comes to mind. She listens with purpose and she guides with wisdom. She has the ability to bring people together in a way that creates lasting relationships. Her wit is impeccably timed, always striking at the perfect moment. NACPA is undoubtedly better because of Regina! God had a plan when He guided her to NACPA. For His plan and for Regina, we are thankful!

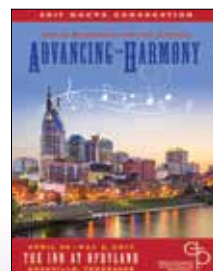
Tina Kohrmann
Director of Human Resources
Diocese of Belleville
President - Elect, NACPA

A life-long educator with decades of guiding Catholic schools on a national platform stepped into the world of HR 10 years ago at the helm of NACPA and transformed it. And us! Regina Haney will always be remembered – and cherished – for her professionalism, her ability to gain the commitment of sponsors and others who believe in the mission, her tremendous skill in strategic planning, and her enthusiastic, positive "yes we can" to encourage us to always make improvements. All with a sense of humor! Most of all, Regina cares about the people behind the mission, and built solid relationships. We will miss her very much. She is the "good measure" running over, described by Our Lord in the Gospel (Luke 6:38)!"

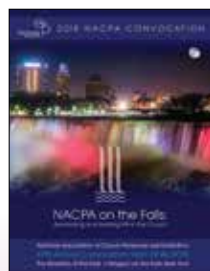
Lisa Pinto, SPHR, SHRM-SCP
Senior Director, Human Resources
Archdiocese of Miami



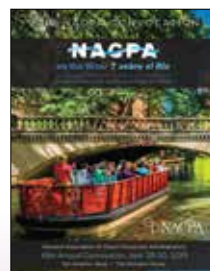
2016
Oklahoma City, OK



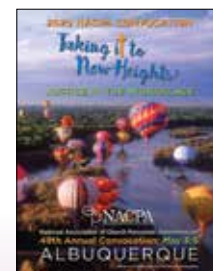
2017
Nashville, TN



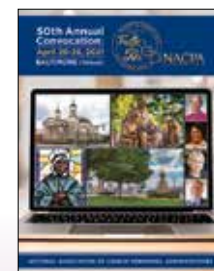
2018
Niagara Falls, NY



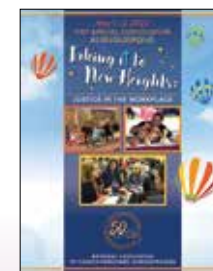
2019
San Antonio, TX



2020
Albuquerque, NM



2021
Baltimore (virtual)



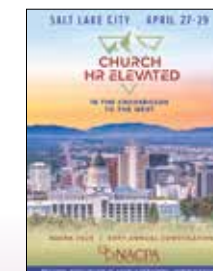
2022
Albuquerque



2023
Baltimore, MA



2024
Kansas City, KS



2025
Salt Lake City, UT



2026
New Orleans, LA

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

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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 Crespín	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	Msr. 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

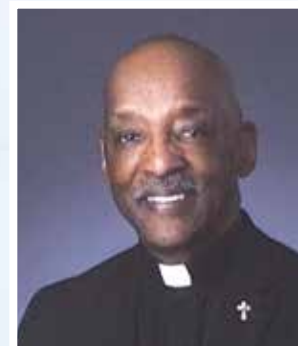
NACPA Executive Directors

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 NEW NACPA TRADITION BEGINS

At the suggestion of Bishop Lawrence Sullivan, NACPA members who have passed away since the previous convocation will be honored during the Opening Liturgy. Prayers will be offered for the repose of their souls, and a single white rose will be brought to the altar in their memory.

The white rose is a traditional symbol of purity, remembrance, and eternal life. In Christian symbolism, it reflects hope in the Resurrection and the promise of peace in God's presence. Placing a white rose at the altar serves as a quiet yet powerful sign of our love, gratitude, and prayerful remembrance for those who have gone before us.



Deacon Clarence G. McDavid
Former
Director of Human Resources
Archdiocese of Denver
and NACPA Board Member
✠ January 2, 1950 - May 23, 2025



Sr. Ellen Marie Doyle, OSU
NACPA Executive Director
1998 - 2004
✠ 1949 - July 18, 2025



Please continue to inform us of members who pass away so that we may honor them on the NACPA website and in future programs. Thank you.

AWARDEES 2016 – 2025

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

2025 Salt Lake City

ARCHBISHOP WEISENBURGER LEADERSHIP AWARD
DIOCESE OF EL PASO VISION AWARD
DALE HOYT SERVICE AWARD

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

CONVOCATION 2027 SAVANNAH GEORGIA

APRIL 18-20

NACPA will convene in Savannah, Georgia, in 2027, bringing HR leaders from across the country together for professional growth, collaboration, and spiritual enrichment.

Set against Savannah's historic district with cobblestone streets, antebellum architecture, a vibrant riverfront, and iconic live oaks draped in Spanish moss, the city provides a memorable setting for our national gathering.

The Diocese of Savannah, is led by Bishop Stephen D. Parkes and serves a community of 80,000 Catholics across 55 parishes, 22 missions, and 16 Catholic schools.

Delegates will explore best practices in church leadership, deepen their understanding of faith-driven service, and engage with principles of social and organizational justice — all while experiencing the rich cultural, artistic, and spiritual heritage that makes Savannah so distinctive.



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 Helen Alvare, Deacon Larry Olney, Sr. Norma Pimentel, Zip Rzeppa and Archbishop Oscar Solis. 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.



Helen Alvare



Deacon Larry Olney



Sr. Norma Pimentel
TIME
2026 Women of the Year



Zip Rzeppa



Archbishop Oscar Solis

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 completed this program successfully.



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

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(571) 551-6064 | NACPA@NACPA.ORG

WHERE WE SERVE



Here is an overview of NACPA convocation and consultation sites. New Orleans was last visited in 1994 and Savannah will mark a “first ever” site for the 2027 convocation..

State	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
Georgia		
Savannah		● 2027
Hawaii		
Honolulu	●	
Illinois		
Chicago/Oak Brook	●●	● 1987, 1996, 2009, 2010
La Grange	●●	
Springfield	●	
Techny	●	
Indiana		
Ferdinand	●	
Gary	●●●	
Indianapolis	●●●●	● 2011
South Bend	●●●●	
Iowa		
Des Moines	●●●●	
Dubuque	●	
Kentucky		
Maple Mount	●	
Louisiana		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994, 2026
Shreveport	●●●●	
Maine		
Portland	●●	
Maryland		
Baltimore		● 1992, 2021, 2023
Silver Spring	●	
Massachusetts		
Boston	●	
Springfield	●	
Michigan		
Detroit	●●	
Kalamazoo	●●●	
Minnesota		
St. Paul		● 1991
Missouri		
Bridgeton	●	
Kansas City		● 2024
O'Fallon	●●	
St. Louis	●●●	● 1989, 2007
Montana		
Helena	●	
New Mexico		
Albuquerque		● 1993, 2022
New York		
New York	●	
Niagara Falls		● 2018
Rochester	●	
Syracuse	●	
Ohio		
Cincinnati	●●●	● 2004
Cleveland	●●	
Clinton	●	
Ohio continued		
Columbus	●●●●	● 1995
Tiffin	●	
Toledo	●	
Toronto	●	
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 (CRISPAZ)	●	
CANADA Ontario		
Toronto		● 1988

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.

2025-2026 Webinar Series

2025

OCT 1 Just Treatment
9 Ethical Principles for Church HR Administrators



Fr. Frank Donio, S.A.C., D.Min., M.S.C.M.
Founding Director
Catholic Apostolate Center
Washington, DC

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NOV 5 Defending Mission and Ministry:
Understanding the Ministerial Exception in Today's Legal Landscape



Eric Kauk, Esq., LL.M.
Catholic Benefits Law
Tax and Benefits Attorney,
Catholic Benefits Law

We would like to thank our underwriters for this webinar:
Catholic Benefits Law and Acela Solutions

2026

JAN 21 5 Key Strategies for a Healthy Retirement Plan



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



Elizabeth Brunson
Investing for Catholics
Associate Wealth Advisor
elizabeth@ifa.com

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FEB 4 Building/Marketing Organizational Culture



Fr. Nathan Cromly
Saint John Leadership Institute
Denver

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MAR 18 Canon Law and HR: Friends or Foes?
How does Canon Law impact HR?
When, and to what/whom does it apply?



Mary Santi, JCL, MDiv
Consultant

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Do you have a suggestion for a future topic?

Please let committee members know via the QR code.



WEBINAR COMMITTEE MEMBERS

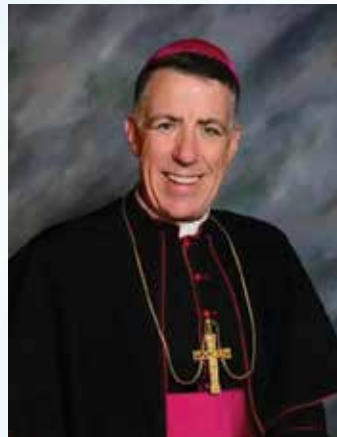
- Joel DeYoung, Chairperson
- Annabelle Baltierra
- Jillian Green
- Regina Haney
- Tina Kohrmann
- Barbara Keebler
- Bethany Seay

National Association of Church Personnel Administrators

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



Greetings to NACPA from Archbishop James Checchio



Most Reverend James F. Checchio

Dear NACPA Delegates and Supporters,

Welcome to the Archdiocese of New Orleans. As you gather from across our nation for the 55th Annual NACPA Convocation, you bring with you the rich diversity of gifts, experience, and faithful dedication that strengthen both the temporal and spiritual life of the Church.

Your work is a profound act of stewardship. By supporting and forming those who answer the Lord's call, you help safeguard one of the Church's most precious earthly treasures: the men and women entrusted with proclaiming the Gospel. Through your leadership and service, you ensure that our parishes, ministries, and dioceses remain vibrant instruments of Christ's mission.

It is my prayer that your time together—through thoughtful sessions, meaningful dialogue, and shared prayer—will be filled with wisdom, renewed vision, and fruitful collaboration. May this gathering be a grace-filled and transformative experience for each of you.

Yours in Christ,

Most Reverend James F. Checchio, JCD, MBA
Archbishop of New Orleans



The Archdiocese of New Orleans welcomes the 55th Annual NACPA Convocation, joined in unity with *all* the dioceses of Louisiana.

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



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Platinum

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- Benefit Allocation Systems
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- Christian Brothers Services
- Diocese of Lafayette in Louisiana
- Quantum-Health
- RETA Trust
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Silver

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- Diocese of Baton Rouge
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DIAMOND Contributions of \$10,000 and above

As a Diamond member, sponsors receive a double full-page ad in the printed and digitized convocation program, a salute from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage. Diamond sponsors are invited to introduce one of the plenary speakers.

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

As a Platinum member, sponsors receive a full-page ad in the printed 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.

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

As a Gold member, sponsors receive a half-page ad in the printed and digitized convocation program, a special salute

from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage.

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

As a Silver member, sponsors receive written recognition in the convocation program, a salute from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage.

FRIEND Contributions between \$250 and \$999

As a Friend, sponsors receive recognition in the convocation program and year-long recognition on the Sponsors webpage.

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(571) 551-6064

E-mail: nacpa@nacpa.org

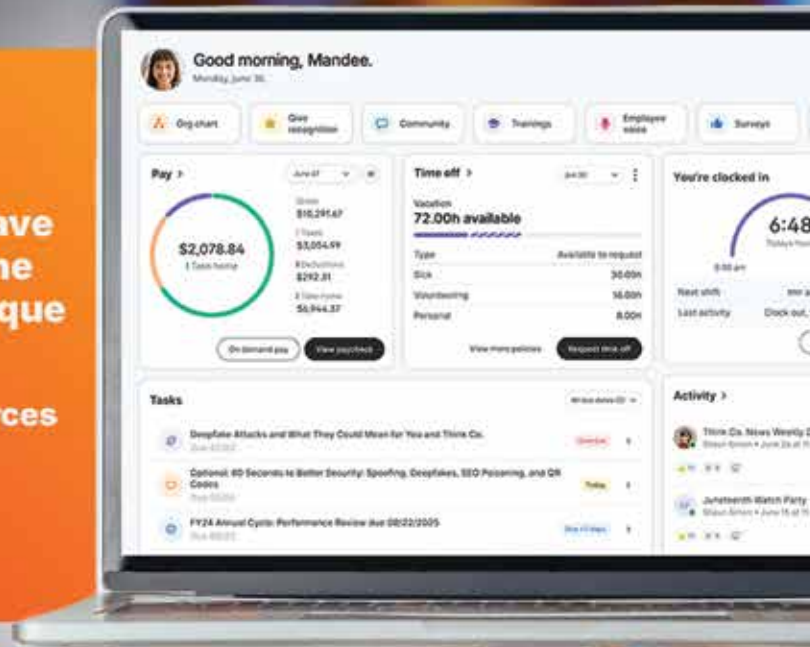
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Archdiocese of Miami



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Strategies To Help Your Workforce Financial Wellbeing

DATE Tuesday, April 21 TIME 2:30 p.m. to 4:00 p.m.

Presented by Michael Levin, Area Senior VP and Investment Advisor Representative, Gallagher



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Marissa Guarino | Email: mgm.guarino@metacareusa.com | Phone: (412) 258-0787

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-Deacon Joe Gassman



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NAMI 2024 Workplace Mental Health Poll

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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.”

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
Just Treatment: Vision and Reality
Personnel Ministry: Open to the Future
Stewardship: The Meeting of Gospel and Management
New Wine, New Wineskins

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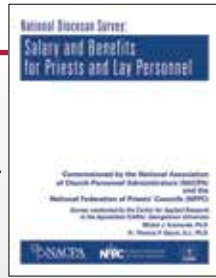
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Continued on next page.

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.

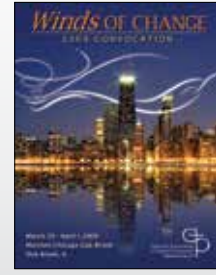


1995-1999

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 2009 convocation site.

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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A Brief History of the NACPA: 2015-2017

2015-2017

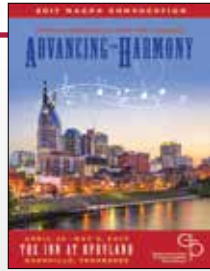
In 2015 the Board of Directors named Dr. Regina Haney as the new Executive Director. Dr. Haney previously had served for 25 years as an Executive Director with the National Catholic Educational Association (NCEA), the largest professional education association in the world. The Board also relocated NACPA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



Dr. Regina Haney became the new Executive Director.

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

Nashville was the 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.

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.

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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

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

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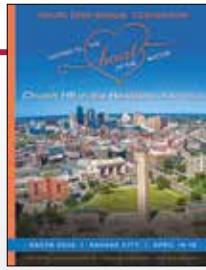
ATTENDEES

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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.



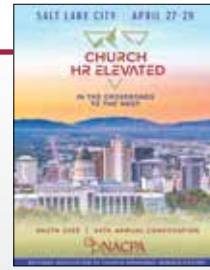
Kansas City was the 2024 convocation site.

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

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.

A Brief History of the NACPA: 2026

2026



New Orleans was the 2026 convocation site.

The 55th annual convocation was held in New Orleans and supported by all the Dioceses of Louisiana. The Diocese of Saint Petersburg received the Leadership Award and Dr. Matthew Manion was honored with the Vision Award.



Dr. Regina Haney
Executive Director

This year marked the retirement of Dr. Regina Haney after a successful tenure of more than 10 years as Executive Director. Regina's legacy includes the Certificate Program; a vibrant Webinar series; informative consultations and the OnDemand initiative — as well as outstanding convocations. Remarkably, Regina established seven Board committees which have enhanced the effectiveness and the outreach of the association.

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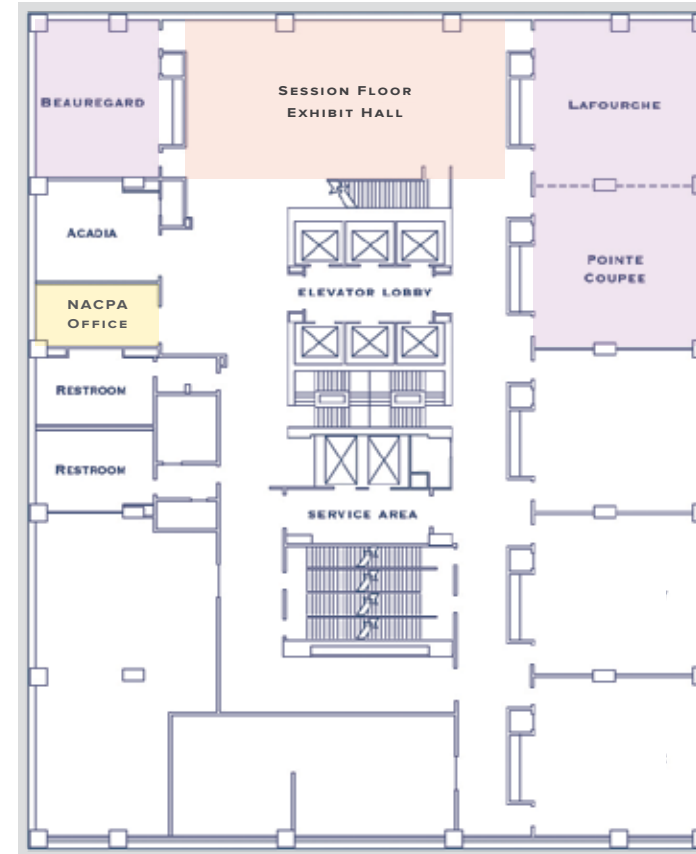
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ATTENDEES

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MEETING ROOMS

9TH FLOOR



10TH FLOOR



NOTES

NACPA Convocation 2026: SCHEDULE AT A GLANCE

All locations are at the Loews Hotel unless otherwise noted.

SUNDAY, APRIL 19	
10:30 a.m. – 12:30 p.m.	Creole Queen River Boat, Jazz Brunch Cruise Departure Location: 1 Poydras St. - boarding begins 10AM - departs 10:30
12:00 – 2:00 p.m.	Exhibitor Check-in at the NACPA Main Desk Location: Main Exhibit Hall 10th Floor
1:00 – 3:00 p.m.	An HR Beginner's Guide to Church Terminology and Governance Location: Feliciana 10th Floor
2:30 - 4:00 p.m.	Attendee Check-in at the NACPA Main Desk Location: Main Exhibit Hall 10th Floor
3:15 – 3:45 p.m.	New Member Orientation - Open to Members, Meet the NACPA Board Location: Beauregard 9th Floor
3:45 – 4:15 p.m.	HR Certificate Program Alumni Reception Location: Beauregard 9th Floor
5:00 – 6:00 p.m.	OPENING LITURGY Location: Immaculate Conception Jesuit Church Buses depart at 4:00 and 4:30 from hotel lobby. Attendees will be similarly shuttled to return to the hotel following liturgy.
6:30 – 7:30 p.m.	Social and Opening Ceremony Location: Piazza D'Italia First Floor, Exterior
MONDAY, APRIL 20 7:00 am - 5:30 pm Exhibit Halls Open 9th & 10th Floors	
7:00 – 8:30 a.m.	Continental Breakfast Location: Main Exhibit Hall 10th Floor
7:00 – 7:30 a.m.	Daily Liturgy Location: Beauregard 9th Floor
7:30 – 8:00 a.m.	BREAK Location: Exhibit Halls 9th and 10th Floors
8:00 – 8:30 a.m.	Morning Prayer Location: Louisiana Ballroom 10th Floor
8:30 – 8:45 a.m.	BREAK Location: Exhibit Halls 9th and 10th Floors
8:45 – 10:30 a.m.	OPENING PLENARY: Fr. Philip Larrey – Leverage AI for Smarter Church HR Leadership Location: Louisiana Ballroom 10th Floor Immediately Following: Book Signing Location: NACPA Desk 10th Floor
10:30 – 11:30 a.m.	BREAK Exhibit Halls 9th and 10th Floors
11:30 a.m. – 1:00 p.m.	CONCURRENT BREAKOUTS 1
	101 Having Difficult Conversations Through a Catholic Lens Location: Pointe Coupee 9th Floor
	102 Ethics in the World of HR and the Catholic Workplace Location: Feliciana 10th Floor
	103 Vision in Chaos: Preparing for What's Next Location: Lafourche 9th Floor
1:15 – 2:30 p.m.	Member Lunch / NACPA Meeting and Member Vote Location: Louisiana Ballroom 10th Floor
2:45 – 4:15 p.m.	CONCURRENT BREAKOUTS 2
	201 Servant Leadership and Coaching: Catalysts for a Flourishing Catholic Workplace Culture Location: Feliciana 10th Floor
	202 The Importance of Educating Employees on Their Benefits Location: Lafourche 9th Floor
	203 360 REVIEWS DON'T WORK - The Better Solution to Performance Reviews Location: Pointe Coupee 9th Floor
5:00 – 5:30 p.m.	Thank You NEW ORLEANS Happy Hour! Location: Main Exhibit Hall 10th Floor
TUESDAY, APRIL 21 7:00 am - 5:30 pm Exhibit Halls Open 9th & 10th Floors	
7:00 – 8:30 a.m.	Continental Breakfast Location: Main Exhibit Hall 10th Floor
7:00 – 7:30 a.m.	Daily Liturgy Location: Beauregard 9th Floor
7:30 – 8:00 a.m.	BREAK Location: Exhibit Halls 9th and 10th Floors
8:00 – 8:30 a.m.	Morning Prayer Location: Louisiana Ballroom 10th Floor
8:30 – 8:45 a.m.	BREAK Location: Exhibit Halls 9th and 10th Floors
8:45 – 10:30 a.m.	PLENARY 2: Paul Jarzembowski – Finding Hope and Being Hope Discovering the Spiritual Side of Church HR Administration Location: Louisiana Ballroom 10th Floor Immediately Following: Book Signing Location: NACPA Desk 10th Floor
10:30 – 11:30 a.m.	BREAK Location: Exhibit Halls 9th and 10th Floors – Finish up those Bingo Cards! –
11:30 a.m. – 1:00 p.m.	CONCURRENT BREAKOUTS 3
	301 Management and Conflict Resolution Location: Feliciana 10th Floor
	302 Protecting the Mission: Catholic Identity, HR Architecture, and Religious Liberty Location: Pointe Coupee 9th Floor
	303 HR & Safe Environment: Partnership Matters Location: Lafourche 9th Floor
1:00 – 2:30 p.m.	Free Time, Lunch not provided. See APP for area restaurants.
2:30 p.m.	<i>Exhibit Halls Close</i>
2:30 – 4:00 p.m.	CONCURRENT BREAKOUTS 4
	401 Employment Law Update Location: Feliciana 10th Floor
	402 Highlights of the 2025 Diocesan Salary Survey Location: Lafourche 9th Floor
	403 Maximizing Your Retirement Benefit Program: Support Workforce Financial Well-Being Location: Pointe Coupee 9th Floor
4:00 – 4:15 p.m.	BREAK
4:15 – 5:45 p.m.	THREE ROUNDTABLES – (Attendance in one is mandatory to receive full recertification HRCI/SHRM credits)
	501 The Algorithmic Colleague: Navigating the AI Revolution in Human Resources Location: Pointe Coupee 9th Floor
	502 Navigating the New Immigration Landscape: Strategy, Compassion, and Compliance Location: Lafourche 9th Floor
	503 Bridging Faith and Practice: A Roundtable Discussion on Catholic Identity & Benefits Location: Feliciana 10th Floor
5:45 p.m.	<i>Sessions Conclude</i>
6:30 – 7:00 p.m.	Social Location: Main Exhibit Hall 10th Floor
7:00 – 9:00 p.m.	Closing 2026 Awards Banquet Location: Louisiana Ballroom 10th Floor
9:30 – 11:00 p.m.	Karaoke After Party Location: Louisiana Ballroom Cash Bar 10th Floor

Convocation Adjourned – Thank You! – See You in 2027!



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