


FOCUS ON **THE FUTURE**



 **NACPA**
National Association of Church Personnel Administrators

2023
ANNUAL
REPORT

NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

2023 ANNUAL REPORT

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

WHO WE ARE: The National Association of Church Personnel Administrators (NACPA) is the professional membership organization for all those serving in the church who have Human Resources responsibilities.

OUR MEMBERS: HR professionals, chancellors, finance and business managers, school superintendents, pastors and principals.

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

OUR VISION: NACPA's members, board and staff will continue to be innovative leaders in providing quality standards of effective human resource practice, education and service.

We believe that the church should model employment relationships that promote human dignity.

Those employed by the church should participate in decisions that affect them and should receive just compensation.

OUR VALUES: Our values are based on our love of God expressed in the Gospels and the church's teachings and thus encompass respect for all persons, inclusive supportive relationships, ethical conduct, the dignity of work and commitment to excellence.

What We've Accomplished

UPDATE "Focus on the Future" was the theme of the 52nd annual convocation in Baltimore. The photos on these pages were taken at the archdiocese's Basilica of the Assumption at the meeting's opening Mass.

UPDATE NACPA On Demand moved into its fourth year, giving members a lively and informative forum for exploring leading industry issues.

UPDATE Consultation services continue to provide important resources for members, including compensation administration services, organizational audits and priests' and religious institutes' personnel systems services, personnel handbook development and revisions, HR training—among others.

UPDATE The sixth Certificate Program for Those Moving from Secular to Church HR Responsibilities was conducted. Its ongoing goal is to strengthen current and future HR leaders in our church.

UPDATE The webinar series moved into its seventh year. Timely topics included Treating Employees with Respect and Dignity; Understanding the Living Wage; Difficult Conversations and Social Justice in the Workplace.

UPDATE The association partners with SHRM and HRCI as approved recertification providers. NACPA leaders also collaborate with organizations including the Leadership Roundtable, Diocesan Fiscal Managers Conference, The Catholic Apostolate Center, Neumann University and the Executive Directors Network.

UPDATE Growing our membership and diocesan representation continues to be in the forefront.

UPDATE Convocation dates in review:
Baltimore April 30 - May 2, 2023
Kansas City, MO April 14 - 16, 2024
Salt Lake City April 27 - 29, 2025

December 2023

Dear NACPA Members:

Recently we distributed small note cards to members reading: “We’re not regular HR, we’re God’s HR.”

This light hearted message resonated with so many of you who know that your work is not just a job, but is a vital ministry in our church.

This is all the more relevant as we wrestle with the evolving HR landscape, including the impact of AI. Where is this wide variety of technologies leading us and what are its inherent risks and benefits, particularly in the Human Resources arena?

These questions would be far more daunting if we did not believe that the work we do is guided by the Holy Spirit. Throughout this year NACPA presented a webinar series; an ongoing OnDemand initiative and informative workshops and keynote speakers at the convocation. Our consultation services continued to be in demand and our sixth successful Certification Program was conducted.

What is distinctive in all the association’s programs is that they are presented through the lens of the Church. Most importantly they are always linked to our mission.

As Bishop Weisenburger states in his letter, we ended this year on a note of gratitude. We are grateful to archdiocesan leaders in Baltimore for their exceptional collaboration. We are thankful to the talented presenters who appeared in workshops and webinars. We also thank our exhibitors and sponsors for their generosity.

We are especially grateful to our Board of Directors and the members of our eight committees who provide marketing advice, financial guidance and strategic planning direction. The adage “it takes a village” is apropos as we convene these excellent, hard working groups to help move the association forward.

Finally, we thank you, our members, for your faithfulness and support. We understand that you are not “regular” HR, but that you are committed to advancing God’s vision for justice in the workplace.

Sincerely,




Regina Haney, Ed.D.
Executive Director




Eileen Cull Valdez, SPHR, SHRM-SC
President, Board of Directors

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Roman Catholic
Diocese of Tucson

Office of the Bishop

P.O. Box 31, Tucson, Ariz., 85702 ■ 520-838-2500 ■ Fax: 520-838-2590

December 2023

To All Members of NACPA,

“Give thanks in all circumstances; for this is the will of Christ Jesus for you.”

– 1 Thessalonians 5:18

My message this year is one of gratitude because 2023 was marked with many blessings for NACPA.

One of the greatest gifts was a successful convocation in the Archdiocese of Baltimore. As you know, it is the oldest diocese in our country and the association marked its 50th anniversary there with a virtual meeting. Two years later Archbishop William Lori generously welcomed NACPA to return, this time in person.

I am grateful to the Archbishop for opening our meeting by celebrating Mass at the historic Basilica of the Assumption. Delegates heard words of appreciation and encouragement from the pulpit for their work and ministry. They also had the opportunity to explore that remarkable place, the mother of all Catholic churches in our country.

I am thankful for the three outstanding NACPA awardees whom we honored this year: Mark Chopko (Vision Award); Fr. Eugene Pocernich (Leadership Award) and Mary Kessler (Service Award).

My gratitude to our dedicated and talented Board of Directors, led by President Eileen Cull Valdez, cannot be expressed enough. NACPA also has eight dedicated committees with 45 members who advocate for our mission.

I also salute Dr. Regina Haney, our executive director. Among Regina’s many gifts is the ability to spot talented individuals and draw them into our association. This includes her outreach to many national organizations on NACPA’s behalf.

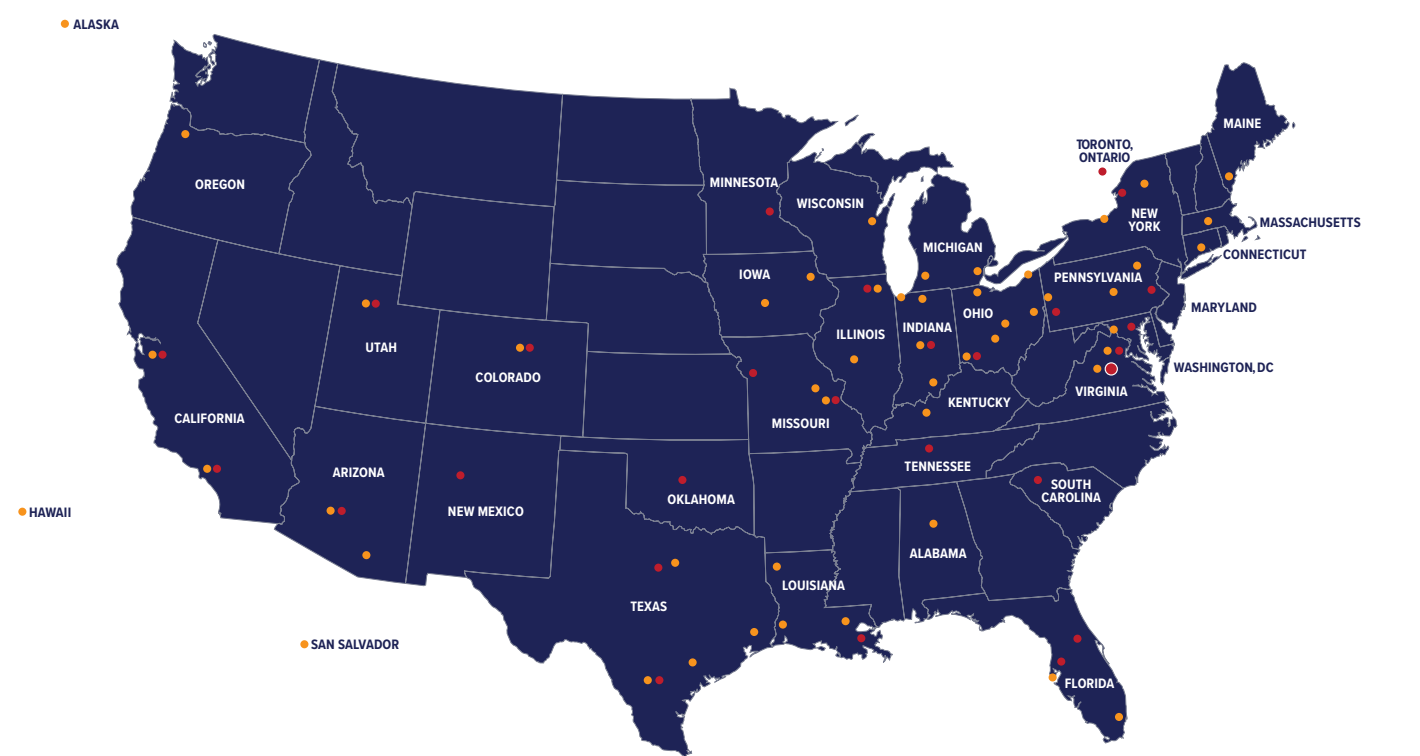
Finally, I am grateful to serve as the association’s Episcopal Moderator. From this vantage point I thank all our members for their service to our church and their commitment to bring justice to the workplace.

May God bless you all abundantly,




Most Reverend Edward J. Weisenburger
Bishop of Tucson

WHERE WE SERVE



The map pinpoints consultations through mid-2024. Past and future convocation sites also are pinpointed. The yellow dot signifies consultations and the red marks convocation sites.

State/Region	CONSULT	CONVOCAION
Alabama		
Birmingham	●	
Alaska		
Fairbanks	●	
Arizona		
Phoenix	●	● 2003, 2014
Tucson	●●●●	
California		
Los Angeles	●●●●	● 1990, 2005
Oakland	●●	● 1986, 1997
Colorado		
Denver	●●	● 2001
Connecticut		
Wilton	●●	
District of Columbia		
Washington	●●●	● 2000
Florida		
Miami	●	
Orlando		● 2002, 2008
St. Petersburg	●●	
Tampa		● 2012, 2013
Hawaii		
Honolulu	●	
Illinois		
Chicago/Oak Brook	●	● 1987, 1996, 2009, 2010
La Grange	●	
Springfield	●	
Techny	●	
Indiana		
Ferdinand	●	
Gary	●●	
Indianapolis	●●	● 2011
South Bend	●●●	
Iowa		
Des Moines	●●●	
Dubuque	●	
Kentucky		
Maple Mount	●	
Louisiana		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994
Shreveport	●●●	
Maine		
Portland	●	
Maryland		
Baltimore		● 1992, 2021, 2023
Silver Spring	●	
Massachusetts		
Springfield	●	
Michigan		
Detroit	●●	
Kalamazoo	●●●	
Minnesota		
St. Paul		● 1991
Missouri		
Kansas City		● 2024
O'Fallon	●●	
St. Louis	●●	● 1989, 2007
New Mexico		
Albuquerque		● 1993, 2022
New York		
Niagara Falls		● 2018
Rochester	●	
Syracuse	●	
Ohio		
Cincinnati	●●	● 2004
Cleveland	●	
Clinton	●	
Columbus	●●	● 1995
Toledo	●	
Toronto	●	
Oklahoma		
Oklahoma City		● 2016
Oregon		
Portland	●	
Pennsylvania		
Altoona-Johnstown	●	
Philadelphia		● 1988
Pittsburgh		● 1995
Scranton	●	
Villa Maria	●	
South Carolina		
Greenville		● 2015
Tennessee		
Nashville		● 2017
Texas		
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

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.

- Annual three-day convocation
- Great locations
- Professional and spiritual renewal
- Outstanding keynote speakers
- Opening liturgy celebrated by the local ordinary
- Daily Mass and prayer services
- Workshops provide insights into current HR issues
- SHRM and HRCI credits
- Awards banquet
- Exhibition with a wide variety of vendors.



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

- This CEU program assists HR and business professionals in a Catholic workplace move to HR administration.
- Topics have included:
 - The Identity and Mission of the Church
 - Catholic Social Teaching in the Church Workplace
 - The Role of Canon Law as it Pertains to HR Administration
- More than 90 individuals have successfully completed this program and the 2024 class had a waiting list.

On Demand Series: Vital Discussions for Today's Church HR Issues.

- A place where members can meet with confidence via Zoom to discuss challenges and solutions.
- Recent topics focused on welcoming international clergy, women religious and lay employees into the diocese, religious community and/or parish.



Consultation Services.

- Strategic guidance to help members navigate furloughs, job consolidations, reorganizations, pay freezes, salary structure changes, diocesan clergy personnel handbook development and reviews, personnel policies and procedures handbook and reviews and organizational audits.
- 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.

HR Primer Certificate for Those in the Church Workplace.

- Addresses key human resources disciplines, geared to our Catholic workplace.
- Learn basic principles and benefit from structured discussions and case studies.
- The program addresses diocesan priorities under the direction of the HR director.

Webinars.

- Series of five webinars offered annually, pinpointing key issues and presenting top notch experts in their fields.
- Webinars are archived for ongoing reference.
- Topics to check out:
 - Organizational Well Being and the Power of Leader Influence
 - The Department of Labor's Proposed Rule on the Salary Threshold for Exempt Status Under the FLSA: What You Need To Know and What You Can Do About It
 - Understanding the Living Wage
 - Difficult Conversations and Treating Employees with Respect and Dignity with a Foundation of Core Values.

A Brief History of the National Association of Church Personnel Administrators

1971–1974

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



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

1975–1979



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

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

1980–1984

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



In Boston the agenda turned to a national perspective.

1985–1989

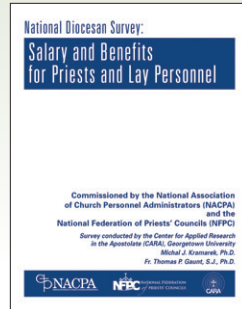
Bishop Tom Costello served as the Episcopal Liaison and Sister Chris Matthews, OP, was executive director. The convocation themes

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

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.

1990–1994

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

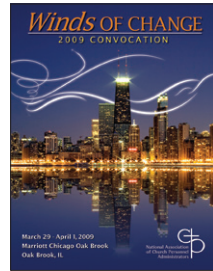


1995–1999



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

Parish job descriptions and pay manuals were developed. Rev. Edward T. Pratt served in the national office as a human resource consultant. The laity now dominated membership. In 1996 the 25th anniversary celebration was held in Chicago. In 1998, the first Vision Award was presented to Colleen Branagan and the next year that honor went to



Chicago was the 1998 convocation site.

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.

2000–2004



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

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

2005–2014

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



NACPA celebrated its 35th anniversary in St. Louis.

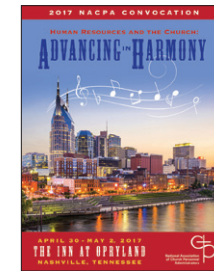
2015–2017

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



Dr. Regina Haney became the new Executive Director.

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

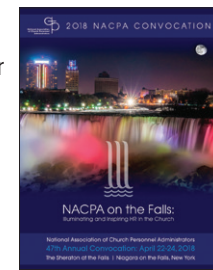


Nashville was the 2017 convocation site.

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

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.



Niagara Falls was the 2018 convocation site.

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.

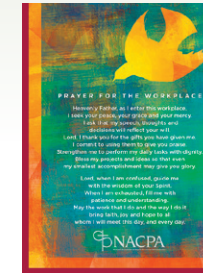
Just Treatment for Those Working in the Church was the centerpiece of the year's accomplishments. Thirty-three years after its first publication, this new edition continues to be a vital resource that has been acclaimed by Church leaders. A new study guide has made it even more accessible for parish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

2020–2022

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



In 2021 the association 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



Bishop Edward J. Weisenburger

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.



Maureen Fontenot



Mary Santi

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.



2023



Mary Kessler

In 2023 the association presented its top honors to Mark Chopko (Vision); Rev. Eugene Pocerlich (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.



Baltimore was the 2023 convocation site.

AWARDEES 2016 – 2022

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

2022 Albuquerque, New Mexico

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

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

NACPA Salutes Members in 2023

Three exceptional leaders were recognized by the association at the convocation in Baltimore.



VISION AWARD
MARK CHOPKO
Partner, Stradley Ronon



LEADERSHIP AWARD
REV. EUGENE POCERNICH
Archdiocese of Milwaukee



OUTSTANDING
SERVICE AWARD
MARY KESSLER
NACPA Consultant



Board of Directors, Members and National Office

The Board and Committee members represent the 2023-2024 roster. The current list appears on the NACPA website.

BOARD OF DIRECTORS

Episcopal Moderator

Bishop Edward J. Weisenburger
Diocese of Tucson

President

Eileen Cull Valdez, SPHR, SHRM-SCP
Director of Human Resources
Diocese of Des Moines
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President-Elect/Secretary

Annabelle Baltierra
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Treasurer

Tiara Hatfield
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and Risk Management
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Immediate Past-President

Elizabeth Allen, SPHR, SHRM-SCP
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Lisa Pinto

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Bob Roper

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Rev. Lawrence Sullivan

Pastor, Christ the King Parish, Chicago,
Archdiocesan Director of Catholic Cemeteries
Archdiocese of Chicago
Chicago, IL
lsullivan@archchicago.org

Regina M. Haney, Ed.D. (ex officio)

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Alexandria, VA
nacpa@nacpa.org

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Jillian Green

Project Manager
jgreen@nacpa.org

Brian Patterson

Finance Manager
bpatterson@nacpa.org

Barbara A. Keebler

Director-Marketing Communications
bkeebler@nacpa.org

Association Leadership

NACPA Presidents

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

NACPA Episcopal Liaisons and Moderators

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

NACPA Executive Directors

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

NACPA 2023 Annual Report

National Association of Church Personnel Administrators Statement of Financial Position

Audited Financial Statements as of June 30, 2023

ASSETS	
CURRENT ASSETS	
Cash and Cash Equivalents	\$ 153,695
Investments	1,008,002
Accounts Receivable	43,150
Prepaid Expenses and Deposits	9,321
Total Current Assets	1,214,168
Property and Equipment – Net	–
TOTAL ASSETS	\$1,214,168
LIABILITIES AND NET ASSETS	
CURRENT LIABILITIES	
Accounts Payable & Accrued Compensation	\$ 46,737
Deferred Revenues	39,606
Total Current Liabilities – Total Liabilities	86,343
Net Assets	
Without Donor Restrictions	1,127,825
TOTAL LIABILITIES AND NET ASSETS	\$1,214,168



NACPA BY THE NUMBERS



51 Years of Service to the Church

Members **525**



Arch/Dioceses NACPA Members **300**

Archdioceses **101** | Dioceses **199**

15 Consultations

Webinars **5**

On-Demand: Member Discussions **4**



Certificate Participants **21**

8 Board Committees



45 Committee members comprised of board members, members and association staff

BOARD COMMITTEES

NACPA collaborates with members by establishing eight Board committees. Their members have the opportunity to shape the direction of the association as they carry forth its mission to seek justice in the workplace.

COMMITTEE CHAIRS



Eileen Cull Valdez
Executive Committee Chair
2024 Convocation Chair



Tiara Hatfield
Financial Committee Chair
Marketing/ Membership
Committee Chair



Elizabeth Allen
Webinar Design Team Chair



Maureen Fontenot
Certificate Program Chair



Beverly Escamilla
On-Demand Chair
Strategic Planning Chair

THE EIGHT BOARD COMMITTEES

- Executive
- Finance
- Marketing/ Membership
- 2024 Convocation
- Webinar Design Team
- Certificate Program
- On-Demand
- Strategic Planning



Archbishop Lori welcomed delegates to the Archdiocese of Baltimore, site of the 2023 convocation.

NACPA Sponsors

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.



Diamond

Mutual of America Financial GroupSM

Platinum

Archdiocese of Baltimore
BeneCard PBF
Christian Brothers Services
Gallagher

Gold

Archdiocese of Chicago, Catholic Cemeteries
Benefit Allocation Systems / MyEnroll360

Silver

Archdiocese of Los Angeles
Bishop Weisenburger
Paylocity
Reta Trust
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USI Consulting Group
VIRTUS Programs

Friends

Catholic Recruiters Association

SPONSORSHIP OPPORTUNITIES

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

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

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

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

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

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

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

Please note: A current list of sponsorship opportunities is available on the website, along with the complete list of sponsors from the 2024 convocation. Visit www.NACPA.org.



CATHEDRAL OF THE MADELEINE



PARK CITY, UTAH

NACPA 2025 SALT LAKE CITY



CHURCH HR ELEVATED



IN THE CROSSROADS TO THE WEST



APRIL 27-29

In 2025 NACPA heads to beautiful Salt Lake City, Capitol of Utah. The walkable city sits in a mountain bowl 4,300 feet high and minutes from outdoor adventure opportunities. The diocese is led by Bishop Oscar Solis, with 324,988 Catholics and 48 parishes. NACPA has reserved rooms at the Salt Lake City Marriott City Center, 220 South State Street. The hotel is centrally located and features many amenities, including indoor and outdoor pools.



BISON



ENSIGN PEAK PARK



UTAH STATE CAPITOL