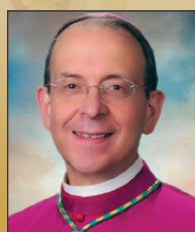


2021
ANNUAL
REPORT

CHARTING THE COURSE FOR THE NEXT 50TH



NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

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

On the Cover:

The backdrop for the 50th anniversary logo is a mural in the Basilica of the Assumption in the Archdiocese of Baltimore.

Photos

Archbishop William Lori opened the 2021 convocation with a virtual prayer service at the basilica.

Maureen Fontenot
VISION AWARD

Fr. Ed Pratt
LEADERSHIP AWARD

Gloria Purvis
Donna Heckler
Dr. Michael Naughton
KEYNOTE SPEAKERS

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, superintendents, pastors and principals.

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

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

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

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

Our Values: Respect for all persons; supportive relationships; ethical conduct; the dignity of work and a commitment to excellence. Foremost we regard our work as a ministry, focused on promoting justice in the workplace.

The Next 50: As we mark our golden anniversary, we also are charting the course for the next 50 years with a new strategic plan in the works. Its foundation remains true to our mission: promoting justice in the workplace.

Update “Celebrating Our Faith and Our 50th” is our golden anniversary theme. The occasion has provided an opportunity to explore NACPA’s beginnings and celebrate a half century of accomplishments.

Update The first ever virtual convocation was held. Hosted by the Archdiocese of Baltimore, the meeting began with a prayer service and welcome from Archbishop William Lori in the landmark Basilica of the Assumption.

Update NACPA On Demand moved into its second year, giving members a popular forum for exploring leading industry issues together.

Update Consultation services were expanded and 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 webinar series moved into its fifth year, providing members with essential information on current HR issues including workplace adjustments in light of the pandemic; appropriate use of social media; true leadership in the Church; facilitating difficult conversations and effective use of the morality clause.

Update A fundraising campaign was initiated to mark the 50th anniversary and garner monies for scholarships, the certification program and other member services.

Update NACPA leaders continued to collaborate with other organizations including the Leadership Roundtable, Catholic Cares Coalition, Diocesan Fiscal Managers Conference, The Catholic Apostolate Center, Neumann University and Executive Directors Network.

Update Growing membership and diocesan representation is always in the forefront.

Update Convocation planning was in the forefront for Albuquerque (May 1 to 3, 2022) and plans to return to Baltimore—in person—April 30–May 2, 2023.

GOLDEN NUGGET 1

Former Board President and Staff Member Fr. Ed Pratt Shares “Golden Nuggets” of NACPA History

Fr. Ed Pratt has a wonderful connection with NACPA’s history. Father served on the staff in the association’s early years in Cincinnati. As a member of the Board of Directors, he was a prime mover in NACPA’s relocation to the greater Washington, D.C., area and went on to become president of the board from 2018-2020. Reflecting on the rich history of the association, Fr. Ed has prepared a few “golden nuggets” as he categorizes these memories below.

HISTORY OF THE ASSOCIATION.

The National Association of Church Personnel Administrators was formed as a group of priests personnel directors that would gather as part of the National Federation of Priests Councils. The first members were priests. NACPA then evolved to be one of the only national associations that served clergy, religious and lay persons serving the Church. A past board president once joked that we were the only national organization serving clergy, religious and lay people who all like each other.

Much of NACPA’s history includes great support from women religious. While serving as the director of member services and doing consulting work, I worked simultaneously with three congregations to whom I am indebted: the Sisters of Charity of the Blessed Virgin Mary (the BVM’s), the Sinsinawa Dominicans and the Presentation Sisters.

Archbishop Joseph Bernardin of Cincinnati provided office space for our fledgling group, thus beginning the national office’s long tenure in this archdiocese. Archbishop Daniel Pilarczyk continued to support the association’s mission and work. I will always be grateful to these men and the Archdiocese of Cincinnati for this exceptional collaboration.



NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

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

December 2021

Dear NACPA Members,

Warm congratulations as we celebrate NACPA's golden anniversary. To mark the occasion, we created a logo with the message: "Celebrating Our Faith and Our 50th."

The observance began this year and continues through the 2022 convocation. Given the interesting times, our 2021 convocation provided the pioneering opportunity to design a virtual convocation. The behind-the-scenes logistics were somewhat daunting, but we had tremendous support from our host, the Archdiocese of Baltimore, and the excellent work of Jessica Randazzo and Jillian Green. The end result garnered high marks from members (thank you), exhibitors and sponsors.

The anniversary also gave us the impetus to launch a fundraising campaign to raise monies for scholarships for convocations, enhanced certificate programs, research and publications. The goal is to better support our members' needs and strengthen our programs for the next half century. We're grateful to all those who have contributed.

Looking back on this year, we are pleased to report that:

- ...consultation services are popular and expanding;
- ...the webinar series was well received;
- ...the certification program marked year three;
- ...the On Demand initiative has proven a helpful resource for participants;
- ...we are 492 strong and getting stronger (our marketing efforts to retain members and recruit new ones is an ongoing priority).

We are grateful to our Board of Directors for their talents and dedication and to our new Episcopal Moderator, Bishop Edward J. Weisenburger. It was a special joy that the bishop participated in our virtual convocation, underscoring his great support for our HR profession and ministry.

Sincerely,



Regina Haney, Ed.D.
Executive Director



Elizabeth Allen, SPHR, SHRM-SCP
President, Board of Directors



Roman Catholic
Diocese of Tucson

Office of the Bishop

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

December 2021

To All Members of NACPA,

Let me begin with a message of congratulations on the 50th anniversary of our great association. This is an exceptional benchmark in our history and deserves a long and happy celebration.

I was honored to be part of that celebration as a participant in the first virtual convocation in collaboration with the Archdiocese of Baltimore. Archbishop William Lori's opening prayer service from the beautiful Basilica of the Assumption will long be remembered.

The basilica is our Mother Church and all the Catholic churches in our country are her daughters. That was a wonderful, unifying thought as we gathered virtually from across the nation to mark our golden anniversary.

I continue to be grateful to the archbishop for his hospitality. It also is a great act of kindness that NACPA has been invited to convene in Baltimore in 2023—however, this time in person.

A dedicated and talented Board of Directors, led by President Elizabeth Allen, helped guide the association in reaching this milestone. They were joined by several innovative and hard working committees who assist with key activities to support our members.

In particular, I am grateful to Dr. Regina Haney for her exceptional vision for NACPA and her courage in navigating these challenging times.

Finally, please know that my fellow bishops and I value your expertise and commitment to your profession. You have vital and challenging roles in our dioceses, parishes, schools and religious congregations—wherever the Church is, justice in the workplace must be in the forefront. Your work and vigilance make that possible.

May God bless you abundantly,



Most Reverend Edward J. Weisenburger
Bishop of Tucson

2021
ANNUAL
REPORT

WHERE
WE SERVE



The map above notes consultation services through early 2022. Convocation sites also are pinpointed.

| Alaska | CONSULT | CONVOCAION |
|----------------------|---------|--------------------------|
| Fairbanks | ● | |
| Arizona | | |
| Phoenix | ● | ● 2003, 2014 |
| Tuscon | ● | |
| California | | |
| Los Angeles | ●● | ● 1990, 2005 |
| Oakland | ●● | ● 1986, 1997 |
| Colorado | | |
| Denver | ● | ● 2001 |
| Connecticut | | |
| Wilton | ●● | |
| District of Columbia | | |
| Washington | ●● | ● 2000 |
| Florida | | |
| Miami | ● | |
| Orlando | | ● 2002, 2008 |
| Tampa | | ● 2012, 2013 |
| Hawaii | | |
| Honolulu | ● | |
| Illinois | | |
| Chicago/Oak Brook | | ● 1987, 1996, 2009, 2010 |
| La Grange | ● | |
| Springfield | ● | |
| Techny | ● | |
| Indiana | | |
| Ferdinand | ● | |
| Indianapolis | ● | ● 2011 |
| South Bend | ●● | |
| Iowa | | |
| Des Moines | ●● | |
| Dubuque | ● | |

| Kentucky | CONSULT | CONVOCAION |
|---------------|---------|--------------------|
| Maple Mount | ● | |
| Louisiana | | |
| Baton Rouge | ● | |
| Lafayette | ● | |
| New Orleans | | ● 1994 |
| Shreveport | ●● | |
| Maine | | |
| Portland | ● | |
| Maryland | | |
| Baltimore | | ● 1992, 2021, 2023 |
| Michigan | | |
| Detroit | ● | |
| Kalamazoo | ●● | |
| Massachusetts | | |
| Springfield | ● | |
| Minnesota | | |
| St. Paul | | ● 1991 |
| Missouri | | |
| St. Louis | ●● | ● 1989, 2007 |
| O'Fallon | ●● | |
| New Mexico | | |
| Albuquerque | | ● 1993, 2022 |
| New York | | |
| Niagara Falls | | ● 2018 |
| Syracuse | ● | |
| Ohio | | |
| Cincinnati | | ● 2004 |
| Columbus | ● | ● 1995 |
| Toledo | ● | |

| Oklahoma | CONSULT | CONVOCAION |
|--|---------|--------------|
| Oklahoma City | | ● 2016 |
| Oregon | | |
| Portland | ● | |
| Pennsylvania | | |
| Philadelphia | | ● 1988 |
| Pittsburgh | | ● 1995 |
| Scranton | ● | |
| South Carolina | | |
| Greenville | | ● 2015 |
| Tennessee | | |
| Nashville | | ● 2017 |
| Texas | | |
| Beaumont | ●●● | |
| Dallas | ● | |
| Fort Worth | | ● 1998 |
| San Antonio | | ● 1995, 2019 |
| Wisconsin | | |
| Green Bay | ●● | |
| El Salvador | | |
| San Salvador (CRISPAZ) | ● | |
| ● Virginia NACPA National HQ | | |
| Alexandria | ● | |
| 2121 Eisenhower Avenue Suite 200 Alexandria, VA 22314 | | |
| CANADA Ontario | | |
| Toronto | | ● 1988 |

NACPA
BY THE NUMBERS

| | |
|-----|----------------------------------|
| 50 | YEARS OF SERVICE TO THE CHURCH |
| 492 | MEMBERS |
| 45 | NEW MEMBERS |
| 128 | ARCH/DIOCESES HAVE NACPA MEMBERS |
| 14 | CONSULTATIONS |
| 5 | WEBINARS |
| 5 | ON-DEMAND: FORUM DISCUSSIONS |
| 13 | CERTIFICATE PARTICIPANTS |

NACPA
CONVOCAION

The association held a successful virtual convocation featuring these inspiring keynote speakers:



GLORIA PURVIS
Evangelizing in the Workplace



DONNA HECKLER
And Then God Gave Me a Time-Out



MICHAEL NAUGHTON
*True Leadership in the Church:
Integration of the Active
and Contemplative Life*

GOLDEN
NUGGET2

Golden Nuggets begin on page 1.

BOARD PRESIDENTS/OFFICERS. Looking back on our long history, I would like to point out a few individuals in particular on whose shoulders we stand. Father Bob Bussen of the Diocese of Salt Lake City was an early president of the NACPA Board of Directors. Bob often reminded other members that smaller dioceses had talented and gifted employees—just like the larger dioceses. Bob Doerfler, chief financial officer of the Diocese of Colorado Springs, was treasurer for many years in the 1980’s. Bob worked hard at establishing our connection with the Diocesan Fiscal Managers Association (DFMC). He was one of the first diocesan finance professionals to recognize the real importance of justice for those who work for the Church. Ed Isakson, director of human resources for the Archdiocese of Indianapolis, served as a member of the Board of Directors in the 1990’s. Ed is known for innovative and creative human resource practices and benefit plans. I am thankful for Ed’s commitment to our association over the years and his personal example of faith in the workplace.

We celebrate these “firsts” among Board Presidents:

First woman religious: Sister of Charity Elizabeth Cashman of Cincinnati

First lay person: Eugene Hackbarth of Minnesota

First president coming from a Catholic Charities ministry: Tom Conklin of Michigan

First board president to become a NACPA employee: Mary Kessler of California

First former employee to become board president: Father Ed Pratt of Ohio

Only president to serve a three-year term: Diane Bach, IHM Sisters of Michigan

The Archdiocese of Chicago has a longstanding record of great support for our association. Chicago was recognized in 2018 as the recipient of the NACPA Service Award and five presidents of the Board of Directors have hailed from this archdiocese.

NACPA CONSULTATION SERVICES



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



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

We can offer strategic guidance as you navigate:

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

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

- Reviewing the HR strategy and compensation philosophy and making suggestions for better alignment with the changing environment
- Examining the HR program and recommending ways to improve/simplify processes

- Providing tools for managing pay and pay structures
- Conducting internal pay equity analyses through a *Just Treatment* lens

NACPA has other services that you may need:

- Development and updates of compensation systems
- A review of compensation and benefits programs
- Administrative and organizational audits
- Priests' and religious institutes' human resources services
- Training for those with HR responsibilities at the local level
- Human resources management training

CONTACT US

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BOARD OF DIRECTORS, ASSOCIATION STAFF AND BOARD COMMITTEES

NACPA is led by a visionary and dedicated Board of Directors who generously give their time and talents to advancing justice in the workplace. *Note: Board and staff listings are current as of 4/22.*

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*Chair

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1971–1974

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



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

1975–1979



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

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

1980–1984

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



In Boston the agenda turned to a national perspective.

1985–1989

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

Multicultural Gifts

Just Treatment: Vision and Reality

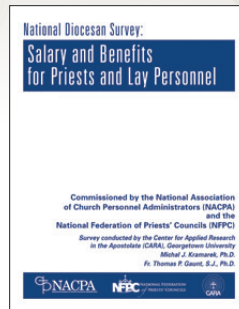
Personnel Ministry: Open to the Future

New Wine, New Wineskins

Stewardship: The Meeting of Gospel and Management

1990–1994

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

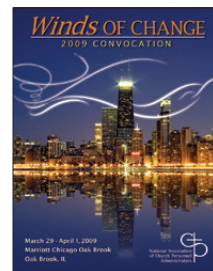


1995–1999



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

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



Chicago was the 2009 convocation site.

2000–2004



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

"Liberty with Justice" was the theme for the Washington, D.C., convocation in 2000. Bishop David Zubik was named the Episcopal Moderator—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.

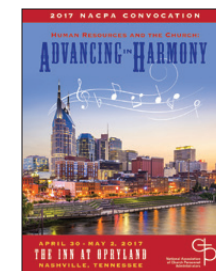
2015–2017

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.

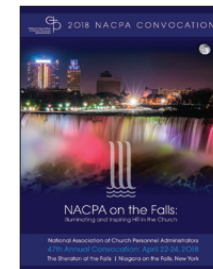


Nashville was the 2017 convocation site.

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.

2020–2022

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

In 2021 the association introduced NACPA OnDemand for Today's Church HR Issues. The program has supported members as they have addressed ever evolving issues in the workplace. The Archdiocese



Bishop Edward J. Weisenburger

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.



Maureen Fontenot, NACPA 2021 Vision Awardee.



Mary Santi was honored with the 2022 Vision Award.

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



NACPA Presidents

| Year Term Began | Name |
|--------------------|--|
| 1971 | Rev. Daniel Johnson (Coordinator) Rev. Patrick Sullivan, CSC, (Coordinator) |
| 1974 | Rev. Daniel Johnson |
| 1975 | Rev. Jack Catoir |
| 1978 | Rev. Phillip Seher |
| 1980 | Rev. Joseph Graffis |
| 1981 | Sr. Elizabeth Cashman, SC |
| 1982 | Sr. Barbara Garland, SC |
| 1983 | Rev. George Crespín |
| 1984 | Rev. David McDonald |
| 1985 | Sr. Sheila Kelly, GNSH |
| 1986 | Mr. Eugene Hackbarth |
| 1987 | Rev. J. Cletus Kiley |
| 1988 | Sr. Elizabeth Wendeln, SCN |
| 1989 | Rev. Donald Thimm |
| 1990 | Deacon William Umphress |
| 1991 | Mrs. Mary Kessler |
| 1992 | Mr. Thomas P. Schroeder |
| 1993 | Rev. Robert J. Bussen |

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 |

| Year Term Began | Name |
|--------------------|----------------------------|
| 1994 | Mr. William J. Coy |
| 1995 | Sr. Frances Schumer, ASC |
| 1996 | Mrs. Charmaine Williams |
| 1997 | Rev. Kevin Spiess |
| 1998 | Mrs. Linda Bearie |
| 1999 | Ms. Kathleen Theriot |
| 2000 | Rev. Paul A. Jaroszeski |
| 2001 | Ms. Carol Fowler |
| 2003 | Mr. Thomas P. Conklin |
| 2005 | Ms. Diane Bach |
| 2008 | Sr. Joyce Soukup, SSJ-TOSF |
| 2010 | Ms. Terry Robinson |
| 2012 | Msgr. Patrick Pollard |
| 2014 | Ms. Terri Wilhelm |
| 2016 | Ms. Maureen Fontenot |
| 2018 | Rev. Edward T. Pratt |
| 2020 | Elizabeth Allen |

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. |

SPONSORSHIP

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



SPONSORS

Platinum

Archdiocese of Baltimore
Catholic Cemeteries,
Archdiocese of Chicago
Christian Brothers Services

Gold

Gallagher
BAS/MyEnroll360
Center for Church
Management at the
Villanova School
of Business

Silver

Archdiocese of Los Angeles
Archdiocese of Seattle
Cigna Corporation
Diocese of Tucson
NACPA Board of Directors
PrimePay
USI Consulting Group
VIRTUS

Friends

Church of the Ascension
Kettering, OH
Catholic Recruiter Associates
Paylocity

SPONSORSHIP OPPORTUNITIES

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 and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2022 Virtual Exhibit Hall (Until December 2022). Platinum sponsors are invited to introduce one of the plenary speakers and one breakout-session speaker. In addition, the Platinum sponsor will have a prominent position on the background of each of the three opening days of the virtual convocation and will be prominently displayed in the virtual exhibit hall.

GOLD

Contributions between \$2,500 and \$4,999
As a Gold member, sponsors receive half-page ad in the printed convocation program, a special salute from NACPA leadership at the opening session and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2022 Virtual Exhibit Hall (Until December 2022).

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 session and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2022 Virtual Exhibit Hall (Until December 2022).

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 2022 Virtual Exhibit Hall (Until December 2022). Friends help support speaker gifts and general operating costs.

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: www.NACPA.org

GOLDEN NUGGET 3

Golden Nuggets begin on page 1.

EXECUTIVE DIRECTORS.

Sister Mary Ann Barnhorn, a Sister of Notre Dame de Namur of Cincinnati, was one of the first Executive Directors of NACPA. Mary Ann recently retired as development director of her congregation and continues her great love for our association.

Sister Christine Matthews, an Adrian Dominican, was a long serving Executive Director and is often credited for the growth of the association. (Membership nearly doubled during her time as our leader.)

Mary Jo Moran, executive director from 2005 to 2015, has the longest tenure of our seven Executive Directors.

NACPA STAFF. In the 1990's, NACPA was well served by the ministry of two religious women who travelled extensively, providing numerous workshops on HR issues — Sister of Charity of Greensburg Patrice Hughes and Sister of Providence Ann Margaret O'Hara.

Charlene Sanders, who served as administrative support for 30 years, began working part time while her small children were in grade school. At her retirement Charlene joked that her grandchildren were now in elementary school—although her initial plan was to work a short time for a little extra “fun money.”

INNOVATION. Always looking to be ahead of the times in workplace practices, Bill Daly, former director of compensation and surveys, challenged the national office to consider new ways of doing our work. Long before it was commonplace to work from home, Bill did so in 1995 when his wife Darlene was offered a position in Texas. Mary Kessler soon joined the staff working from her home in California.

One of NACPA's foundational documents, *Just Treatment for Those who Work for the Church*, was a reading requirement for an orientation program for new canon lawyers. The Canon Law Society of America found the document very useful in applying and balancing Church practice with legal requirements.

GOLDEN NUGGET 4

Golden Nuggets begin on page 1.

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NACPA 2021 ANNUAL REPORT

National Association of Church Personnel Administrators
Statement of Financial Position
Audited Financial Statements as of June 30, 2021

| ASSETS | |
|---|-------------|
| CURRENT ASSETS | |
| Cash and Cash Equivalents | \$ 144,068 |
| Investments | 1,061,451 |
| Accounts Receivable | 22,424 |
| Prepaid Expenses and Deposits | 8,585 |
| Total Current Assets | 1,236,528 |
| Property and Equipment – Net | — |
| TOTAL ASSETS | \$1,236,528 |
| LIABILITIES AND NET ASSETS | |
| CURRENT LIABILITIES | |
| Accounts Payable & Accrued Compensation | \$ 39,422 |
| Deferred Revenues | 30,052 |
| Total Current Liabilities – Total Liabilities | 69,474 |
| Net Assets | |
| Without Donor Restrictions | 1,167,054 |
| TOTAL LIABILITIES AND NET ASSETS | \$1,236,528 |

NACPA SALUTES MEMBERS IN 2021

Every year the association honors exceptional leaders. The Vision Award recognizes exemplary vision on behalf of justice in the workplace and support for the association. The Service Award identifies an individual or organization that has provided invaluable service and support. Board service awards acknowledge individuals for their tenure as board members.



Maureen Fontenot,
NACPA Vision Award



Fr. Ed Pratt,
NACPA Leadership Award



Christine Hagen,
NACPA Board Service Award



Mary Santi,
NACPA Board Service Award

GOLDEN NUGGET 5

Golden Nuggets begin on page 1.

CONVOCATIONS. The NACPA convocation is held annually and site selection is varied so we can visit different parts of the country. While Florida and greater Chicago have been our most often chosen sites, we have ventured outside of the United States, including one meeting in Toronto, Ontario, Canada.

NACPA twice held its national convocation in conjunction with other national associations. In 2007 we met in St. Louis with the National Association for Lay Ministry (NALM). In 2008, we were part of the Orlando Summit with five other national associations.

The local Church where the annual convocation takes place is always involved in planning and providing hospitality at our gatherings. Unique to Denver, Morning Prayer was led by the Missionaries of Charity, better known as Mother Teresa's sisters. Their presence added a special dimension to our meeting.

Rev. Andrew Greeley, author, novelist and priest of the Archdiocese of Chicago, was a plenary speaker at the 1997 convocation in Oakland, Calif. Father Greeley spoke about the importance of lay leadership in the Church—not only because of the clergy shortage but the need for Church hierarchy to recognize the gifts of the laity.

CONSULTANTS. Father Joe Graffis, former priest personnel director for the Archdiocese of Louisville, Ky., was a Board Member and adjunct consultant for many years. Joe loved NACPA and his clients loved him in return.

Mary Kessler, NACPA consultant and former director of human resources for the Diocese of Rochester, N.Y., has been a consultant, staff member, Board Member and Board President for our association. Still a popular presenter at our conferences, Mary's commitment to NACPA is hard to match. She was one of the first diocesan HR directors to supervise clergy personnel services—just one way she has been a role model for so many NACPA members.

EPISCOPAL MODERATORS/LIAISONS. NACPA has been blessed with exceptional moderators/ liaisons. Of particular note: Bishop David Zubik served as Episcopal Moderator from 2001-2017 while he was bishop of the Diocese of Green Bay and in his current Diocese of Pittsburgh. (Prior to becoming a bishop, Father Zubik was a priests personnel director—and a NACPA member.)

Archbishop Gregory Aymond of New Orleans, became our seventh Episcopal Moderator in 2018 and was the first archbishop to serve in this role.

NACPA

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



NACPA CONVOCATION 2023

APRIL 30 - MAY 2



NACPA will head to Baltimore in 2023, a city last visited in person 31 years ago — and virtually in 2021. America's "Premier See," the home of American Catholicism, has 153 parishes, 45 Catholic elementary and 25 secondary schools serving 25,000 students. A beautiful waterfront, vibrant restaurants and world class museums make this historic city a great destination.

