

2019 NACPA CONVOCAION

NACPA

on the River † sobre el Rio

A Journey in Pursuit of Justice in the Workplace
Un Viaje en Procura de Justicia en el Lugar de Trabajo



 **NACPA**
National Association of Church Personnel Administrators

National Association of Church Personnel Administrators
48th Annual Convocation: April 28-30, 2019
San Antonio, Texas | The Sheraton Gunter

NACPA

on the River † *sobre el Rio*

NACPA Extends a Note of Gratitude

The Board of Directors, leadership and members of the National Association of Church Personnel Administrators are deeply grateful to the following for their tremendous support and generous gifts of time and talent:

The Archdiocese of San Antonio

Archbishop Gustavo Garcia-Siller, M.Sp.S.
Sister Jane Ann Slater, CDP
Pablo Garcia
Veronica Markland
Jordan McMurrough
Linda Ramirez
Yolanda Rebeles
Grace Rodriguez
Marti West

Sunday Evening Mass

St. Mary Catholic Church
Rev. John Gordon OMI, Administrator
Kristen Gaus
Dolores Martinez

Morning prayers

Dolores Martinez
Kristen Gaus
Letty Spain

The NACPA Convocation Committee

Maureen Fontenot
Jillian Green
Regina Haney
Barbara Keebler
Rev. Edward T. Pratt
Jessica Randazzo
Melissa Salinas
Eileen Valdez - Chair
Terri Wilhelm

Entertainment

The Ballet Folklórico,
Saint John Berchmans School
Evangeline Carrera

2019 NACPA Convocation

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SHRM/HRCI Credit Overview



This activity, ID 385639, has been approved for 11 HR (General) recertification credit hours including 5.25 Business Hours towards aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ through HR Certification Institute® (HRCI®). Please make note of the activity ID number on your recertification application form. For more information about certification, please visit the HR Certification Institute website at www.hrci.org.



NACPA 2019 is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program, ID 19-UWSJK, 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>

St. Mary
Catholic Church

NACPA

on the River † *sobre el Rio*



Archdiocese of New Orleans

Office of the Archbishop

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April 28, 2019

To all members of NACPA,

I congratulate you on your 48th annual convocation. As your Episcopal Moderator, I was pleased to learn that you are gathering in the beautiful and historic archdiocese of San Antonio.

I send warm greetings to my fellow bishop Gustavo Garcia-Siller, M.Sp.S. for hosting NACPA, celebrating the opening liturgy and delivering a keynote address.

Archbishop Gustavo, thank you for this great sign of support for all our members who are serving our Church so faithfully.

Let me extend a note of congratulations to those who will receive special awards at this meeting. We appreciate your service and commitment.

We count on NACPA's members in all our arch/dioceses to help us develop good business practices and find and train talented and faithful staff. Please know that I am grateful for your faith, your ministry and your example. You make a difference in our Church and for you, we thank God.

Wishing you God's blessings, I am.

Sincerely yours in Christ,

A handwritten signature in black ink, appearing to read "Gregory M. Aymond".

Most Reverend Gregory M. Aymond
Archbishop of New Orleans



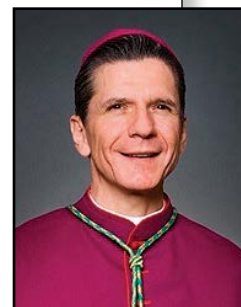
ARCHDIOCESE OF SAN ANTONIO

OFFICE OF THE ARCHBISHOP

2718 W. Woodlawn Avenue | San Antonio, Texas 78228-5124 | 210-734-2620 | Facsimile 210-734-0708

Ven, Holy Spirit, Ven!

April 28, 2018



My Dear Brothers and Sisters in Christ,

On behalf of the Archdiocese, Auxiliary Bishop Michael Boulette, and the more than 1 million Catholics in the Church of south central Texas, I am delighted to welcome you to San Antonio for your 48th annual gathering, "NACPA on the River: A Journey in Pursuit of Justice in the Workplace."

You, the members and supporters of the National Association of Church Personnel Administrators, meet each year not only for ongoing education, networking, and talking with vendors, but to encourage and motivate each other regarding challenges and hurdles. Viewing your career as a ministry while implementing good management practices anchored in Gospel values, human resource professionals provide vital assistance to prelates, diocesan offices, parishes, and religious communities across the country. On behalf of the Catholic shepherds around the United States, I express my deepest gratitude to you for your important efforts on behalf of the Church.

I look forward to meeting many of you at the opening Mass at St. Mary's Church downtown and when I speak with your group regarding, "The U.S. Bishops and Human Development and Migration." I also hope you will be able to visit some of our historic Catholic locales in San Antonio, such as San Fernando Cathedral, the oldest cathedral sanctuary in the country, and the four San Antonio Missions, which are a United Nations World Heritage Site and most importantly, thriving parish communities.

It is my hope that, in addition to focusing on policies, skills, and tactics, that you connect with your friends and colleagues from around the country to continue learning how to create better environments, through the HR field, within your communities. You are in my prayers.

Sincerely yours in Christ,

Most Reverend Gustavo García-Siller, MSPS
Archbishop of San Antonio

NACPA

on the River † *sobre el Rio*



April 28, 2019

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,

Welcome to San Antonio. I extend good wishes and prayers that this convocation will inspire, inform and even revitalize you in your quest to secure justice in the workplace.

So often we refer to the privilege of “standing on the shoulders of giants.” Isaac Newton’s quote resonates in particular at this convocation when I meet so many of you who have been, and continue to be, the vital spark propelling us to our half-century mark (2021).

Strong shoulders and willing spirits also helped move NACPA forward in fulfilling its strategic plan this past year.

The “Certificate Program for Those Moving to Human Resource Responsibilities in a Catholic Workplace”—a groundbreaking initiative to strengthen current and future HR leaders in our church—premiered. We will be celebrating our excellent “graduates” this week.

My fellow board members helped grow membership by contacting HR leaders to join or renew. An all-new “season two” of the webinar series was produced.

A pioneering document—*Just Treatment for Those Who Work for the Church*—is under revision. Very importantly, the association forged new relationships and strengthened others.

On behalf of the board of directors, I am grateful for all your support—and your gifts of time and treasure that brought you to San Antonio.

Sincerely yours in Christ,

Rev Edward T Pratt

Rev. Edward T. Pratt
NACPA Board Chair

1727 King Street, Suite 105 • Alexandria, Virginia 22314
571.551.6064 • nacpa@nacpa.org • www.nacpa.org



April 28, 2019

Dear Delegates, NACPA members, Sponsors and Exhibitors and Colleagues in the Archdiocese of San Antonio,

Almost a year ago when we planned this convocation, we called it “NACPA on the River...sobre el Rio.”

The subtitle is: “A Journey in Pursuit of Justice in the Workplace...Un Viaje en Procura de Justicia en el Lugar de Trabajo.”

When we set the course for this journey, we could not know where it would take us—the excellent keynote speakers who would come on board; the great and generous support of the Archdiocese of San Antonio; the record attendance and engagement of exhibitors and sponsors.

I thank you all for your commitment to this association and to our vision of justice in the workplace that sets us apart in our mission.

This convocation surely will be one of our best ever, thanks to all of you. It will also be an important benchmark as we continue along the road to our 50th anniversary in 2021.

I encourage each of you to make this a great convocation for yourself, personally and professionally. Connect with our fine speakers and workshop leaders. Network with your peers and share your successes and challenges.

When you look back on these three days, I hope you will reflect on the knowledge you gained, the friends you made and the satisfaction you felt in pursuit of justice.

Sincerely,

Regina Haney, Ed.D.
Executive Director
NACPA



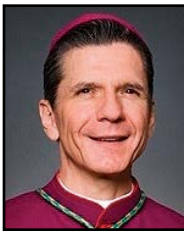
MONDAY, APRIL 29 | 8:45 – 10:15 a.m.

Becoming Salt and Light in a Wounded Church and Divided Nation: Directions and Dangers for Catholic Leaders

JOHN CARR

How can Catholic leaders build bridges across political, religious and ideological lines to engage and encourage a new generation of Catholic lay leaders? With the sixth anniversary of Pope Francis as a backdrop, this session will explore the ongoing hunger for civil dialogue and moral conversation in public life — and the vital role played by Catholic social thought in key policy issues. Participants also will learn more about the role those who have human resource responsibilities in the Catholic workplace have in the process. **1.5 Business**

About the speaker. John Carr is the founder and director of the Initiative on Catholic Social Thought and Public Life. The Initiative seeks to share Catholic social thought more broadly and reach out to a new generation of leaders to help them become "salt, light and leaven" in public life. Previously, he served for more than 20 years as director of the Department of Justice, Peace and Human Development at the United States Conference of Catholic Bishops (USCCB). He assisted the bishops in sharing Catholic social teaching and directing their public policy and advocacy efforts on major domestic and international issues. John Carr has served as the Washington correspondent of America and was a Residential Fellow on religion and politics at the Institute of Politics of Harvard University.



MONDAY, APRIL 29 | 3:30 – 5:00 p.m.

The U.S. Bishops and Human Development and Migration

ARCHBISHOP GUSTAVO GARCIA-SILLER, M.Sp.S.

The media messages that surround migrants are increasingly confusing. Immigrants are a vulnerable population who need individuals to speak on behalf of their human rights and dignity. This session will explore more about what the Church's rich body of social thought says about our Christian responsibility to "welcome the stranger among us." It will further explore how those responsible for human resources in dioceses, parishes and religious congregations can respond to domestic justice, human development and migration. **1.5**

About the speaker. Archbishop Gustavo Garcia-Siller, M.Sp.S. was named Archbishop of San Antonio by Pope Benedict XVI October 14, 2010. Installed as Archbishop on November 23, 2010, he succeeded Archbishop Jose H. Gomez as the sixth Archbishop of San Antonio. He was appointed an auxiliary bishop of the Archdiocese of Chicago January 24, 2003, by Pope John Paul II and ordained March 19, 2003, by Archbishop of Chicago, Cardinal Francis George, O.M.I. Born December 21, 1956, in San Luis Potosí, S.L.P., Mexico, Archbishop Gustavo was the eldest of 15 children. In 1975, Archbishop Gustavo professed as a member of the Missionaries of the Holy Spirit. His priestly service has included ministering to communities with varied cultural backgrounds. On a national level, Archbishop Gustavo has served on a number of committees for the United States Conference of Catholic Bishops (USCCB) and is currently the Committee Chairman of the USCCB Cultural Diversity in the Church.



TUESDAY, APRIL 30 | 8:45 – 10:15 a.m.

Redeeming Administration

ANN GARRIDO

Administration is often critiqued both by those within the profession and without as work that takes good, fun-loving people and turns them into anxious curmudgeons—but it doesn't have to be that way. Speaking out of her own experience as an educational administrator, Ann Garrido will look at practices of administration that can be potentially transformative, making us not only effective administrators but holier, healthier Christians. Participants will be invited to reassess their daily tasks with an eye toward how they might serve not only the greater Reign of God, but their own personal spiritual journey. **1.5**

About the speaker. The oldest of eight children in a close-knit Catholic family from St. Louis, Ann Garrido joined the ranks of Catholic school education in 1991. After teaching middle school and high school, she pursued her Master of Divinity and Doctorate of Ministry in Preaching at Aquinas Institute of Theology. Ann Garrido joined the Institute's faculty in 2000. She has taught a wide range of courses in pastoral theology, homiletics and catechetics while also serving in a variety of administrative positions. Her ongoing reflection on her experience as an educator and administrator has led to a number of publications and speaking engagements. She is the author of eight books, including *Redeeming Administration* and *Redeeming Conflict*.

SUNDAY, APRIL 28

- 1:00 – 4:00 p.m. Exhibit Setup
- 2:00 – 5:30 p.m. Registration
Take this opportunity to submit your suggested topic(s) for the Tuesday Roundtable Sessions.
- 3:30 – 4:45 p.m. **NEW MEMBERS ORIENTATION** Room: Alamo
- 5:00 – 5:30 p.m. Convocation Opening Ceremony Room: Crystal Ballroom
- 6:00 – 7:00 p.m. Eucharistic Liturgy, St. Mary Catholic Church
- 7:15 – 8:00 p.m. Social Room: Gunter Terrace

MONDAY, APRIL 29

- 7:30 – 8:00 a.m. Continental Breakfast Room: Gunter Terrace
- 8:00 – 8:30 a.m. Opening Prayer Room: Crystal Ballroom

- 8:45 – 10:15 a.m. **PLENARY SESSION**
**Becoming Salt and Light in a Wounded Church and Divided Nation:
Directions and Dangers for Catholic Leaders** 1.5 Business
Room: Crystal Ballroom
JOHN CARR

- 10:15 – 11:00 a.m. Exhibits, Networking and Refreshments Room: Exhibit Hall
A survey of members confirms that networking is one of the key benefits of NACPA's convocation. Now's the time to reach out to peers, exchange ideas and share strategies. Members gather from different dioceses and positions, but are connected by the Gospel-driven values shared in work and ministry.



San Antonio was named in honor of Saint Anthony of Padua (1195-1231). Remembered for his powerful preaching and knowledge of scriptures, Saint Anthony also is known as the patron saint of lost things.

MONDAY, APRIL 29

11:00 a.m. – 12:15 p.m.

WORKSHOP SESSIONS 1

101

Policy Handbooks: Top Ten Handbook Updates for Today. Room: Mahncke

MATTHEW BYRNE, Attorney, Jackson Lewis P.C.

Employment policies and employee handbooks need to keep up with ever-changing federal, state and local employment laws. This is especially important now when many state legislatures are passing laws to provide additional employee protection. This session will cover updates that employers should consider in light of recent legal developments, as well as sometimes overlooked handbook additions that can benefit employers and employees alike. [1.25](#)

About the speaker. Matthew Byrne is of counsel in Jackson Lewis P.C.'s Cincinnati office. He advises clients on compliance with employment laws and represents employers in litigation. Matthew serves on his parish's education commission, is a member of the advisory board of Pregnancy Center East and twice chaired the Cincinnati Red Mass. Matthew.Byrne@jacksonlewis.com

102

Experience Great Pastoral Transitions: Get Off to a Great Start Together! Room: Alamo

TOM GREEN, HR Coach and Mediator

This interactive session focuses on helping pastors, parish staffs and parishioners plan and experience great pastoral transitions. The four vital, easy-to-apply and often overlooked practices of the most effective transitions will be reviewed. In addition, valuable research data and concrete ideas gathered from parish staff and parishioners about the needs and expectations of pastors during transitions will be revealed. You may be surprised what they have to share with you. [1.25](#)

About the speaker. Tom Green is a trained coach and mediator. During his 25 years of training, coaching and studying leaders, Tom has watched very effective leaders struggle starting new jobs, often resulting in poor job performance. After creating successful management orientation programs, Tom now teaches the same core leadership and transitioning practices and tools to Catholic pastors, parish staffs and church leaders in transition. tom@gatewayspastoralresources.com



103

Explore HR Technology Landscape & Trends Impacting HR

Room: Quadrangle

CAROLINE MELSON, Great Lakes Region HR & Benefits Technology Sales Leader, Arthur J. Gallagher & Co.

HR department teams need to be more strategic to support better organizational well-being. Technology solutions exist to increase efficiency and drive all aspects of people strategy. With a myriad of choice in the market and the rapid change in the HR technology landscape, it can be difficult to keep up. This session will outline trends driving change, provide a risk evaluation framework to help navigate the market and reveal the truth about what you're buying from a service provider. [1.25 Business](#)

About the speaker. As Gallagher's Great Lakes Region HR & Benefits Technology Sales Leader, Caroline Melson is responsible for facilitating a comprehensive approach to the client sales and communications strategy that centers on the full spectrum of organizational well-being. A certified employee benefits consultant, Caroline takes pride in helping clients find best-fit technology solutions that align their human capital strategy with their overall business goals. Caroline_Melson@ajg.com

104

Transforming the Culture of Temporalities in the Church

Room: Baker

DEACON MICHAEL J. MONAHAN, Assistant Managing Principal - People and Principal in Charge, Northeast Human Capital Services

This session will explore the possibilities, potential strategies and approaches for the radical transformation of the temporal administration of the diocesan entity. Deacon Michael will review where some of our efforts to reform temporalities over the years has had unintended consequences on quality, consistency and sustainability of Church enterprises and if there is an opportunity to execute on true change through a Culture Transformation effort. [1.25 Business](#)

About the speaker. Deacon Michael J. Monahan, Assistant Managing Principal - People and Principal in Charge, Northeast Human Capital Services., Grant Thornton, LLP. Michael has served as the legal counsel, general counsel, Director of Human Resources and Chief Human Resource Officer for the Dioceses of Brooklyn and Rockville Centre. Since 2006, Deacon Michael has been a consultant, adviser and board member for arch/dioceses across the United States. deaconmikemonahan@gmail.com

12:30 p.m.

[Business Meeting and Lunch](#) Room: Crystal Ballroom
Introduction of Candidates for NACPA Board of Directors



Remember to visit the Alamo (left), the old Spanish mission built by Catholic missionaries in 1744. The Alamo is most famous for the battle that took place there in 1836.

MONDAY, APRIL 29

2:00 – 3:15 p.m.

WORKSHOP SESSIONS 2

201

Harassment-Free Workplace Best Practices — Join the Conversation Room: Alamo

KAREN K. HEIL, Director of Human Resources, Archdiocese of New Orleans

DEACON MICHAEL STRAUB, Director of Human Resources, Diocese of Shreveport

“RESPECT” in the workplace resounds now more than ever. Join this session for a timely conversation to share your tips and hear how other dioceses are resourcing this important topic. Included in this session will be recent “trends” on Title VII interpretations by the courts. [1.25](#)

About the speakers.

Karen K. Heil, SHRM- SCP, SPHR, serves as the Director of Human Resources, Archdiocese of New Orleans. Prior to joining the archdiocese, Karen had more than 20 years of HR operational experience. kheil@arch-no.org

Deacon Michael Straub, SHRM-SCP, is a long tenured HR professional with the Diocese of Shreveport where he now serves as Director of Human Resources. Michael has a deep understanding of working within the Church. Both Karen and Michael have been active in the HR professional chapters in their communities. mstraub@dioshpt.org

202

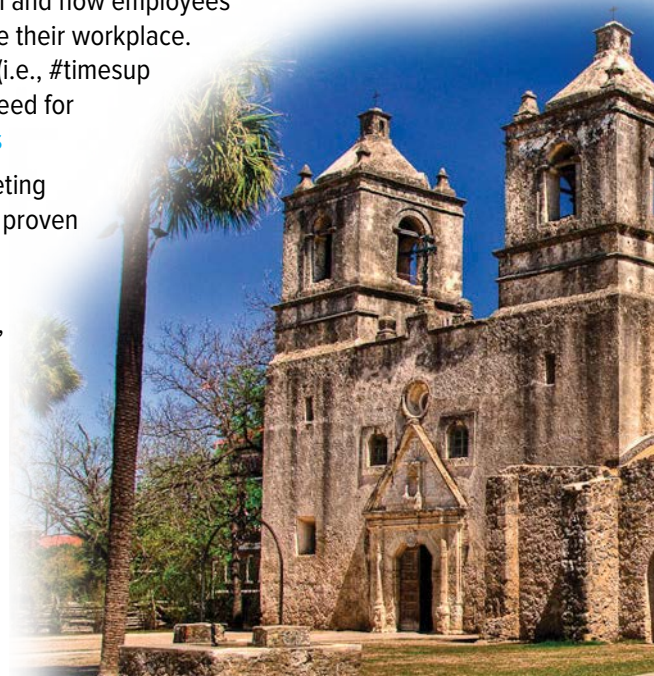
Creating an Effective Work Culture in Today's World

Room: Mahncke

TERRY ARYA, Chief Marketing Officer, Christian Brother Services

Hear the results of a current research initiative exploring how workplace culture is perceived by leaders and employees, how culture can be impacted and changed to increase employee involvement and participation and how employees' feelings about psychological safety may influence their workplace. Implications related to recent social movements (i.e., #timesup and #metoo), generational differences and the need for cultural reform will be discussed. [1.25 Business](#)

About the speaker. Terry Arya is the Chief Marketing Officer for Christian Brothers Services. She has a proven background in fully integrated marketing plans, new business development, public relations, communications, cross promotions, social media, grant writing and strategy. Terry has extensive sales consulting experience and is a work culture leader. She has solid coaching experience in areas including teamwork, accountability and time management.



203

HR Center of Excellence — Unlocking the True Power of HR

Room: Quadrangle

ALICIA CORTI, Director of Human Resources, Diocese of Tucson

R. BRYAN BRASWELL, General Manager Diocesan Business Development (Strategic Industry Group)

Research has found that 75 percent of successful, high-functioning HR teams focus on six “pillars” of HR: recruiting, benefits, labor costs, compliance, people management and employee experience. HR is responsible for managing employees, an organization’s greatest asset and greatest compliance risk. Join this session to explore the six pillars; assess where your organization stands and learn how to create an action plan to improve your performance in each pillar. [1.25 Business](#)

About the speakers.

Alicia Corti has worked at the Diocese of Tucson for 15 years and currently is the Director of Human Resources. Alicia oversees the operations of payroll administration, benefits administration and the safe environment clearance processing. She was instrumental in developing and managing the standardization of payroll and benefit practices and policies, to include the implementation of an integrated system for payroll, timekeeping and benefits. acorti@diocesetucson.org

R. Bryan Braswell is General Manager Diocesan Business Development (Strategic Industry Group) for Paycor. Bryan has been a part of Paycor for the last 11 years and currently works exclusively with Roman Catholic entities throughout the U.S. In his position, Bryan has worked with 41 different arch/dioceses and has been involved with the rollouts with each diocesan partner during his tenure with the Strategic Industry Group. bbraswell@paycor.com

204

Hey Deacon, Hey HR, Hey Pastor, Let's Collaborate! Room: Baker

REV. EDWARD T. PRATT, Pastor of Ascension Parish in Dayton, OH

DEACON CLARENCE McDAVID, Director of Human Resources, Archdiocese of Denver

As a follow-up to last year’s workshop highlighting the relationship between Pastors, HR Directors and Parish Business Managers, this session looks at the blessings and challenges of ministry with deacons. As deacons move into new and varied ministries within dioceses and parishes, some new and evolving relationships are part of their roles. Let's talk; let's learn from one another; let's be the best we can be at serving those who work in our Church. [1.25](#)

About the speakers.

Rev. Edward T. Pratt is pastor of Ascension Parish in Dayton, OH and the chaplain at Badin High School in Hamilton, OH. Prior to entering seminary, he was the Director of Human Resources at two suburban Cincinnati Catholic Hospitals. Currently Rev. Edward Pratt is president the NACPA Board of Directors. His connection with NACPA includes working as the association's Director of Member Services for a number of years. ep Pratt@ascensionkettering.org

Deacon Clarence McDonald is Director of Human Resources, Archdiocese of Denver. Prior to joining the archdiocese in 2017, Deacon Clarence had been assigned to Cure d’ Arts Catholic Church for more than 30 years. He has held a variety of HR positions, serving in the judicial system and in the health care and financial industries. Deacon Clarence was ordained in 1987.

Deacon.McDavid@archden.org

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stone church
in America.*

NACPA

on the River † *sobre el Rio*

PROGRAM AND WORKSHOPS

MONDAY, APRIL 29

3:15 – 3:30 p.m. Exhibits/Networking

3:30 – 5:00 p.m. **Plenary Session**
The U.S. Bishops and Human Development and Migration 1.5
 Room: Crystal Ballroom
ARCHBISHOP GUSTAVO GARCIA-SILLER, M.Sp.S.

5:00 – 5:20 p.m. Speaker Chats Room: Exhibit Hall

5:20 p.m. Adjournment and Free Evening

TUESDAY, APRIL 30

7:30 – 8:00 a.m. Continental Breakfast Room: Gunter Terrace

7:30 a.m. – 3:30 p.m. Exhibits Open

8:00 – 8:30 a.m. Opening Prayer

8:45 – 10:15 a.m. **Plenary Session**
Redeeming Administration 1.5
 Room: Crystal Ballroom
ANN GARRIDO

10:15 – 10:45 a.m. Exhibits/Networking Room: Exhibit Hall

TUESDAY, APRIL 30

10:45 a.m. – Noon **WORKSHOP SESSIONS 3**

301

Redeeming Conflict Room: Alamo

ANN GARRIDO, Associate Professor of Homiletics. Aquinas Institute of Theology

Tension is a part of every normal church community. How we choose to manage the tension either fragments our communities or matures them, enabling our institutions to more fully live their mission. Speaking from her own experience as an educational administrator and conflict mediator, Ann Garrido will share a framework for understanding the conflicts present in Church life today and concrete practices to constructively engage the tough conversations that need to be had. **1.25**

About the speaker. Ann Garrido is Associate Professor of Homiletics at the Aquinas Institute of Theology, St. Louis. A well known lecturer and author, Ann's books include: *Redeeming Conflict; Redeeming Administration; 12 Spiritual Habits for Catholic Leaders; Living Gospel and Preaching to the Choir.* garrido@ai.edu

302

The Abuse Crisis and How to Respond in Your Diocese

Room: Mahncke

JIM LUNDHOLM-EADES, Director of Programs and Services for the National Leadership Roundtable on Church Management

In recent times the Leadership Roundtable has worked with more than 50 dioceses and religious orders to help them deal with the Abuse Crisis. This session will discuss its well-developed framework for how to talk about the crisis with clergy and lay leaders, how church leaders can effectively talk with parishioners and specifically what diocesan administration and leadership look like when they "get it right"—and how to get there. [1.25](#)

About the speaker. Jim Lundholm-Eades is the Director of Programs and Services for the National Leadership Roundtable on Church Management. He has 42 years of service to the Catholic Church in dioceses, parishes, Catholic schools and Catholic higher education. Prior positions include director of Catholic Charities, director of parish services and planning, associate director of Catholic education, and director of planning as well as teaching in Catholic higher education. jle@theleadershiproundtable.org

303

Creating and Supporting a Culture of Respect Room: Quadrangle

JENNIFER CLEMENS, Assistant Director of Human Resources, Archdiocese of Seattle

This presentation will walk participants through the Archdiocese of Seattle's journey in getting their "Respectful Workplace" training program off the ground. Experience the program that goes beyond typical "anti-harassment" training and hear more about the process taken to customize and implement the training so attendees can take ideas back to put into action. This will be an interactive session and participants will be able to share ideas and learn what their peers are doing in other dioceses. [1.25](#)

About the speaker. Jennifer Clemens SPHR, SHRM-SCP, is the Assistant Director of Human Resources, Archdiocese of Seattle. jennifer.clemens@seattle.org

304

Bending the Curve: The Importance of Health Plan Cost Containment Strategies Room: Baker

SCOTT D'AUNOY, Benefit Consultant, HUB International.

Evaluating creative and non-traditional benefits solutions is necessary to help ensure long-term stability and viability of benefits programs. This session will review proactive consideration of cost-saving alternatives that are being developed by the traditional carrier market and alternative insurance markets. Learn about options that can improve financial outlooks while still providing competitive benefits that help recruit and retain employees in a faith-based organization. [1.25](#)

About the speaker. Scott D'Aunoy, Employee Benefits Consultant, HUB International, has served as an employee benefits consultant for a variety of clients, including the Diocese of Baton Rouge. Scott has experience with plan management across the spectrum of funding strategies and promotes strategic planning to optimize benefits programs by marrying cost management, employee engagement, contribution strategies, benefits technology, and innovative solutions from vendors in the market. scott.daunoy@hubinternational.com

12:15 – 1:30 p.m.

Light Lunch Room: Gunter Terrace

TUESDAY, APRIL 30

1:45 – 3:00 p.m

WORKSHOP SESSIONS 4

401

Incorporating Catholic Identity into All Documents Room: Baker

DOUG WILSON, CEO, Catholic Benefits Association

IAN SPEIR, General Counsel, Catholic Benefits Association

In a legal and cultural environment often hostile to people of faith, it's more important than ever for Catholic organizations to articulate and preserve their Catholic identity. Through corporate documents, policies, job descriptions, employee handbooks, codes of conduct and other documents, organizations can identify and clarify their missions and values. This presentation will provide practical strategies for accomplishing this.

About the speakers.

A Marine and Viet Nam veteran, Doug Wilson went on to make a career of reviving struggling hospitals around the United States. More recently he led the start-up and growth of two new healthcare technology companies. Doug now serves as Chief Executive Officer of Catholic Benefits Association and Catholic Insurance Company.

dougwilson@catholicbenefitsassociation.org

Ian Speir serves as General Counsel for the Catholic Benefits Association.

ianspeir@catholicbenefitsassociation.org

402

Ten Worst Practices for Diocesan Employment Room: Mahncke

MARK CHOPKO, Chair, Stradley Ronon's nonprofit and religious organizations practice group

You've all heard of "Best Practices"—often aspirational and occasionally impractical. This session will turn the HR cart for churches over and look at the Ten Worst Practices for Diocesan Employment. The speaker believes every diocese has the ability to avoid the "worst practices." By the end of the session, you'll either be congratulating yourself or have a (hopefully) short list of things to examine when you get home. [1.25](#)

About the speaker. An experienced church-state lawyer with decades of service to the Church and dioceses, Mark Chopko chairs Stradley Ronon's nonprofit and religious organizations practice group. He served for more than 20 years as general counsel for USCCB. Major emphases of his practice are deflecting attempts by government to regulate the activities of religious institutions and defending those institutions from liability. mchopko@stradley.com

403

Open Wide Our Hearts: The Enduring Call to Love, A Pastoral Letter Against Racism Room: Quadrangle

DANIELLE M. BROWN, Associate Director of the USCCB ad hoc Committee Against Racism

This session will review the bishops' new letter "Open Wide Our Hearts: the Enduring Call to Love, a pastoral letter against racism." Danielle Brown will unpack the letter's exhortations and implications for diversity in the modern workplace. [1.25](#)

About the speaker. Danielle Brown, Esq. is the Associate Director of the ad hoc Committee Against Racism at the United States Conference of Catholic Bishops. She was a diocesan delegate to USCCB's Convocation of Catholic Leaders and the National Black Catholic Congress. Danielle was most recently a three-time governor appointed appellate administrative law judge in Michigan. Before those terms of service, she was an administrative law judge and an assistant deputy legal counsel to the Governor of the State of Michigan. DMBrown@usccb.org

404

Making Your Curia More Hospitality and Service Oriented

Room: Alamo

KEVIN LOOS, Managing Director of Human Resources, Archdiocese of St. Louis

TONY BURHRIE, Director, Faith Perceptions

MELANIE SMOLLEN, President, Faith Perceptions

Learn about an archdiocesan quest of 40 Days to a Culture of Radical Hospitality, designed to establish the standard of radical hospitality within the Curia that is committed to servant leadership. Objectives include helping teams recognize attitudes that can impede the mission of the archdiocese and provide tools and opportunities to teach new skills. The speaker will provide updates on the status of the program. [1.25 Business](#)

About the speakers.

Kevin Loos, SPHR, CCP and CBP has more than 30 years progressive, hands-on management experience in Fortune 500 and entrepreneurial companies. For the past 12 years he has served the Archdiocese of St. Louis as Managing Director of Human Resources. Kevin is highly skilled in strategic planning, negotiating, communicating, managing and problem solving. KevinLoos@archstl.org

Tony Burhrie, Director, Faith Perceptions, served for 15 years as Development Director for the Notre Dame Regional High School in Cape Girardeau, MO. and continues to serve on the foundation board. He has been in sales and marketing for more than 40 years. tony@hendricksonba.com

Melanie Smollen, President, Faith Perceptions, founded the company and the Mystery Guest Program (like mystery shopping, but for churches) in 2008. She has worked with more than 1,500 churches of every size to help them create welcoming first impressions and connect with the people they are trying to reach. melanie@faithperceptions.com

3:00 – 3:30 p.m.

Break. Exhibits. Networking.

3:30 – 5:00 p.m.

SESSIONS 5 — SEPARATE ROUNDTABLES

501–
504

Topics chosen by attendees at NACPA Desk, Monday

Rooms: See NACPA Desk

Concurrent Forums. Chancellor, Parish, Religious Congregations, Business Managers [1.5](#)

6:00 p.m.

Social Room: Crystal Foyer

7:00 – 9:00 p.m.

NACPA Awards Banquet

Room: Crystal Ballroom

Adjournment

SALUTING OUR BEST

THE NACPA 2019 AWARDS

THE NACPA 2019 VISION AWARD



EDWARD P. ISAKSON | Director of Human Resources | Archdiocese of Indianapolis

The NACPA Vision Award was established to recognize exemplary vision on behalf of justice in the Church workplace and support for the association.

This year the Board of Directors is pleased to present this honor to Edward P. Isakson. Ed is a longtime member of the association who has demonstrated exemplary vision on behalf of justice in the Church workplace. As Director of Human Resources in the Archdiocese of Indianapolis, Ed has implemented innovative programs to provide benefits for employees that have been replicated in other dioceses. Ed played a key role as a Task Force member in the creation of the "Certificate Program for Those Moving to Human Resource Responsibilities in a Catholic Workplace." NACPA also is grateful to Ed for his excellent presentations at convocations and his generous service as a Board member.

THE NACPA LEADERSHIP AWARD



ARCHDIOCESE OF SEATTLE

The NACPA Service Award recognizes a current member or member organization that has provided invaluable service to support the mission of the association.

The Archdiocese of Seattle was selected for this honor based on its long and distinguished service to the association. Joyce Cox is among the archdiocesan leaders from the past who have provided leadership and direction for NACPA. Currently Mary Santi and Jennifer Clemens are recognized for mentoring individuals with HR responsibilities in numerous arch/dioceses. Mary and Jennifer generously share best practices with other dioceses, parishes and religious communities. Mary also serves on the association's Board of Directors as well as Board committees.

THE NACPA SERVICE AWARD



RICHARD (RICARDO) SERRANO | Director of Human Resources (Ret.), Diocese of Tucson

The NACPA Service Award was established to acknowledge individuals or organizations that have provided exceptional support for the association.

NACPA has been fortunate to have Richard Serrano serve the association as a member of the Board of Directors for the past six years. During this time, Richard urged the Board to try new ventures and creative approaches to achieving its goals. Through his work of 15 years with the diocese of Tucson as HR Director, Richard enhanced the diocesan record keeping; introduced the use of the digital HRIS and payroll systems; created standardized job descriptions, processes and practices and completed the required updating of personnel policies. As an encore during his recent retirement, Richard is assisting NACPA to develop job descriptions for sharing with members on the website.

NACPA CERTIFICATE PROGRAM DESIGNER APPRECIATION AWARD

NACPA also is pleased to recognize the following individuals who were instrumental in the creation and design of the "Certificate Program for Those Moving to Human Resource Responsibilities in a Catholic Workplace."

CARMINA M. CHAPP, PH.D.

MAUREEN FONTENOT PHR, SHRM-CP

EDWARD P. ISAKSON, PHR

ANITA KRAIL, SPHR

DIAN TAYLOR-PRINGLE

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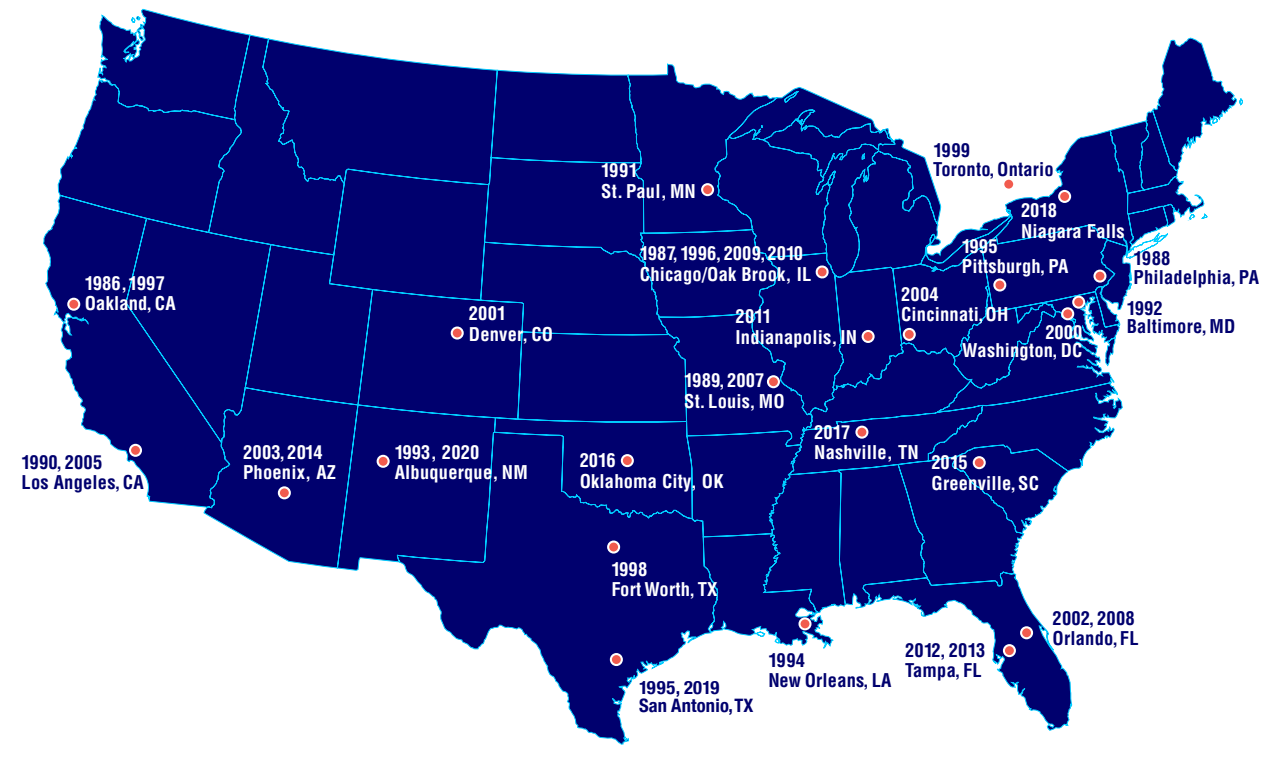
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WHERE IN THE USA IS NACPA? PROGRAM AND WORKSHOPS

After more than three decades, NACPA is returning to San Antonio, the seventh largest city in the United States. When the association last convened there in 1985, the population was almost 900,000. Today it has grown to 1.5 million and is visited by more than 32 million tourists annually.



CONVOCAATION LOCATIONS

| Location | Year | Location | Year | Location | Year |
|-----------------------|------|--|------|-------------------|------|
| San Antonio, TX | 1985 | Fort Worth, TX | 1998 | Oak Brook, IL | 2009 |
| Oakland, CA | 1986 | Toronto, Canada | 1999 | Oak Brook, IL | 2010 |
| Oak Brook, IL | 1987 | Washington, DC | 2000 | Indianapolis, IN | 2011 |
| Philadelphia, PA | 1988 | Denver, CO | 2001 | Tampa, FL | 2012 |
| St. Louis, MO | 1989 | Orlando, FL | 2002 | Tampa, FL | 2013 |
| Los Angeles, CA | 1990 | Phoenix, AZ | 2003 | Mesa, AZ | 2014 |
| St. Paul, MN | 1991 | Cincinnati, OH | 2004 | Greenville, SC | 2015 |
| Baltimore, MD | 1992 | Los Angeles, CA | 2005 | Oklahoma City, OK | 2016 |
| Albuquerque, NM | 1993 | Did not have a Fall Convo | 2006 | Nashville, TN | 2017 |
| New Orleans, LA | 1994 | Joint Conference with NALM | | Niagara Falls, NY | 2018 |
| Pittsburgh, PA | 1995 | St. Louis, MO | 2007 | San Antonio, TX | 2019 |
| Chicago/Oak Brook, IL | 1996 | Joint Conference with Six National Organizations | | Albuquerque, NM | 2020 |
| Oakland, CA | 1997 | Orlando, FL | 2008 | | |

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.

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.

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.

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.

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, a current board member, 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.

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.

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.

2015–2019

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

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

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.

The “Certificate Program for Those Moving to Human Resource Responsibilities in a Catholic Workplace”—a groundbreaking initiative to strengthen current and future HR leaders in our Church—premiered. On the horizon in 2019: The pioneering document—*Just Treatment for Those Who Work for the Church*—is under revision.

ASSOCIATION LEADERSHIP THEN AND NOW

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 |

| Year Term Began | Name |
|--------------------|----------------------------|
| 1993 | Rev. Robert J. Bussen |
| 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 |

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 |

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. |

The support of generous sponsors has helped NACPA grow and thrive this past year. The board of directors, members and staff are grateful for the engagement and encouragement of these organizations and individuals as NACPA strives to promote justice in the workplace.



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Sponsorship Opportunities

DIAMOND Contributions of \$10,000 or more

As a Diamond member, sponsors receive a full-page ad on the inside cover of the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Diamond sponsors are invited to introduce a plenary session speaker. Diamond sponsors help support the banquet and are featured on signage and in the convocation program for this event.

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

As a Platinum member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Platinum sponsors are invited to introduce one of the plenary speakers. Platinum sponsors help to support the convocation opening social and luncheons and are featured on signage and in the convocation program for these events.

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

As a Gold member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session

and year-long recognition on the website. Gold sponsors help support continental breakfast and liturgies and are featured on signage and in the liturgical prayer books at these events.

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

As a Silver member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Silver sponsors help support coffee breaks, plenary and workshop speakers and are featured on signage and in the convocation program for these events.

FRIEND Contributions between \$250 and \$999

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

NIAGARA FALLS 2018 IN REVIEW



Carol Fowler, D.Min., a NACPA consultant, explored mission and ministry in Church Human Resources.



Tom Green, HR coach and mediator, provided practices to create an open, collaborative environment.



Kerry Robinson of the Leadership Roundtable noted that women's leadership is a matter of managerial urgency for the Church.



NACPA Board Members: Ricardo Serrano, Christine Hagen, Mary Santi, Maureen Fontenot, Regina Haney (ex officio), Eileen Cull Valdez, Beverly Escamilla, Elizabeth Allen and Rev. Edward T. Pratt.



Beverly Escamilla presented the NACPA Service Award to Maureen Fontenot in recognition of her support as an association member, president-elect and president.



Carol Fowler received the NACPA 2018 Vision Award from Rev. Edward T. Pratt, Regina Haney and Maureen Fontenot.



Claudia Mann (center) accepted the NACPA 2018 Service Award for the Archdiocese of Chicago from Maureen Fontenot (left) and Regina Haney (right) while (left to right) Linda VanDeventer, Erika Gallardo, Geri Mesik, Jim Griffith, Chris Cannova and Rev. Larry Sullivan look on.



Regina McCurdy was the recipient of the 2018 NACPA Leadership Award, presented by Christine Hagen and Regina Haney.



The Archdiocese of San Antonio Extends a Warm Welcome to All NACPA Delegates

San Fernando Cathedral is the mother church of the Archdiocese of San Antonio, located in the city's downtown and facing Main Plaza. It is the oldest cathedral sanctuary in the United States, constructed between 1738 to 1750.

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Most Rev. Gustavo García-Siller, MSpS, is the archbishop of San Antonio.

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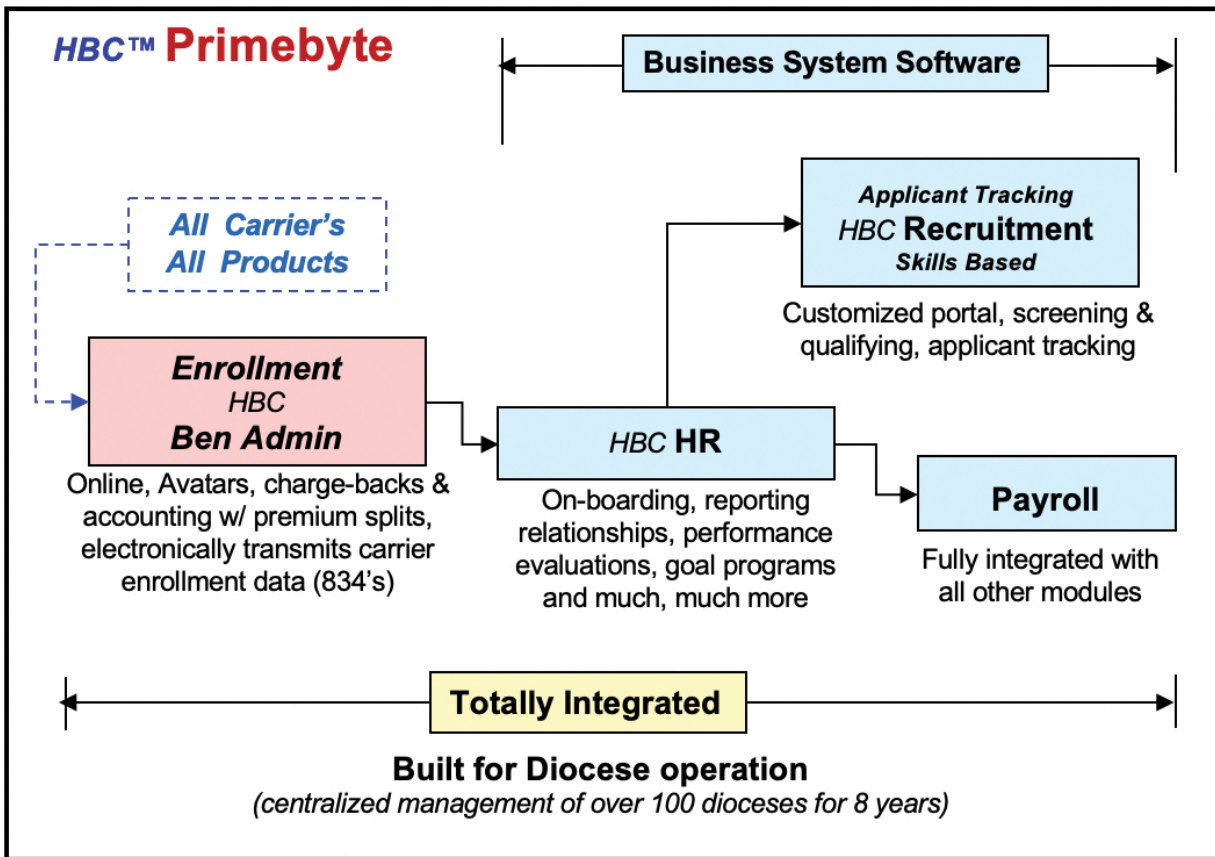
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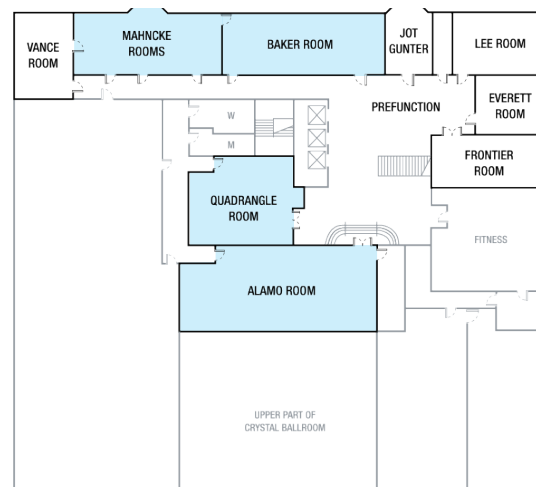
SESSION LOCATIONS

SECOND FLOOR



THIRD FLOOR

All workshops are on the Third Floor at the Sheraton Gunter Hotel San Antonio.



MONDAY – APRIL 29

PLENARY SESSION

| | | |
|--------------------|--|------------------|
| 8:45 - 10:15 a.m. | JOHN CARR – <i>Becoming Salt and Light in a Wounded Church and Divided Nation: Directions and Dangers for Catholic Leaders</i> | Crystal Ballroom |
| 11:00 - 12:15 p.m. | | |
| Session 101 | MATTHEW BYRNE – <i>Policy Handbooks: Top Ten Handbook Updates for Today.</i> | Mahncke |
| Session 102 | TOM GREEN, <i>Experience Great Pastoral Transitions: Get Off to a Great Start Together!</i> | Alamo |
| Session 103 | CAROLINE MELSON – <i>Explore HR Technology Landscape & Trends Impacting HR</i> | Quadrangle |
| Session 104 | DEACON MICHAEL J. MONAHAN, – <i>Transforming the Culture of Temporalities in the Church</i> | Baker |
| 2:00 - 3:15 p.m. | | |
| Session 201 | KAREN K. HEIL, DEACON MICHAEL STRAUB – <i>Harassment-Free Workplace Best Practices — Join the Conversation</i> | Alamo |
| Session 202 | TERRY ARYA – <i>Creating an Effective Work Culture in Today's World</i> | Mahncke |
| Session 203 | ALICIA CORTI, R. BRYAN BRASWELL – <i>HR Center of Excellence — Unlocking the True Power of HR</i> | Quadrangle |
| Session 204 | REV. EDWARD T. PRATT, DEACON CLARENCE McDAVID – <i>Hey Deacon, Hey HR, Hey Pastor, Let's Collaborate!</i> | Baker |
| 3:30 - 5:00 p.m. | ARCHBISHOP GUSTAVO GARCIA-SILLER, M.Sp.S. – <i>The U.S. Bishops and Human Development and Migration</i> | Crystal Ballroom |
| 5:00 - 5:20 p.m. | Speaker Chats | Exhibit Hall |

TUESDAY – APRIL 30

PLENARY SESSION

| | | |
|-------------------|---|------------------|
| 8:45 - 10:15 a.m. | ANN GARRIDO – <i>Redeeming Administration</i> | Crystal Ballroom |
| 10:45 - Noon | | |
| Session 301 | ANN GARRIDO – <i>Redeeming Conflict</i> | Alamo |
| Session 302 | JIM LUNDHOLM-EADES – <i>The Abuse Crisis and How to Respond in Your Diocese</i> | Mahncke |
| Session 303 | JENNIFER CLEMENS – <i>Creating and Supporting a Culture of Respect</i> | Quadrangle |
| Session 304 | SCOTT D'AUNOY – <i>Bending the Curve: The Importance of Health Plan Cost Containment Strategies</i> | Baker |
| 1:45 - 3:00 p.m. | | |
| Sessions 401 | IAN SPEIR, DOUG WILSON – <i>Incorporating Catholic Identity into All Documents</i> | Baker |
| Sessions 402 | MARK CHOPKO – <i>Ten Worst Practices for Diocesan Employment</i> | Mahncke |
| Sessions 403 | DANIELLE M. BROWN – <i>Diversity in the Workplace - Working Better Together</i> | Quadrangle |
| Sessions 404 | KEVIN LOOS, TONY BURHRIE, MELANIE SMOLLEN – <i>Making Your Curia More Hospitality and Service Oriented</i> | Alamo |
| 3:30 - 5:00 p.m. | SESSIONS 501 - 504 – <i>Separate Roundtables topics chosen at NACPA Desk, Monday.</i> Forums: Chancellor, Parish, Religious Congregations, Business Managers | See NACPA Desk |
| 5:00 - 5:20 p.m. | Speaker Chats | Exhibit Hall |

NACPA Convocation 2019: Schedule at a Glance *Dates, times, speakers, topics, subject to change

SUNDAY, APRIL 28, 2019

| | |
|-----------------------|--|
| 1:00 p.m. – 4:00 p.m. | Exhibit Setup |
| 2:00 – 5:00 p.m. | Attendee Registration – All Convocation events/sessions/exhibits/meals will be hosted at the Sheraton Gunter Hotel, 205 East Houston St., San Antonio, except for the opening liturgy. |
| 3:30 p.m. | New Member Orientation in the Alamo Room |
| 5:00 – 5:30 p.m. | Convocation Opening |
| 6:00 p.m. | Eucharistic Liturgy – St. Mary Catholic Church 202 North St. Mary's Street, San Antonio |
| 7:15 - 8:00 p.m. | Social |

MONDAY, APRIL 29, 2019

| | |
|-------------------------|--|
| 7:30 – 8:00 a.m. | Continental Breakfast Room: Gunter Terrace |
| 7:30 a.m. – 3:30 p.m. | Exhibits open in the Exhibit Hall |
| 7:30 – 9:00 a.m. | Registration |
| 8:45 – 10:15 a.m. | Plenary Session I Becoming Salt and Light in a Wounded Church and Divided Nation: Directions and Dangers for Catholic Leaders Presented by John Carr |
| 10:15 – 11:00 a.m. | Break / Exhibits / Networking |
| 11:00 a.m. – 12:15 p.m. | CONCURRENT WORKSHOP SESSIONS 1 |
| 12:30 – 1:45 p.m. | NACPA Business Meeting and Lunch: Introduction of Candidates for NACPA Board of Directors |
| 2:00 – 3:15 p.m. | CONCURRENT WORKSHOP SESSION 2 |
| 3:15 – 3:30 p.m. | Break / Exhibits / Networking |
| 3:30 – 5:00 p.m. | Plenary Session II The U.S. Bishops and Human Development and Migration Presented by Archbishop Gustavo Garcia-Siller, M.Sp.S. |
| 5:00 – 5:20 p.m. | Speaker Chats – Exhibit Hall |
| 5:20 p.m. | Adjournment and Free Evening |

TUESDAY, APRIL 30, 2019

| | |
|-----------------------|--|
| 7:30 – 8:00 a.m. | Continental Breakfast Room: Gunter Terrace |
| 7:30 a.m. – 3:30 p.m. | Exhibits open in the Exhibit Hall |
| 8:00 – 8:30 a.m. | Opening Prayer |
| 8:45 – 10:15 a.m. | Plenary Session III Redeeming Administration Presented by Ann Garrido |
| 10:15 – 10:45 a.m. | Break / Exhibits / Networking in the Exhibit Hall |
| 10:45 – Noon | CONCURRENT WORKSHOP SESSIONS 3 |
| 12:15 – 1:30 p.m. | Light Lunch Room: Gunter Terrace |
| 1:45 – 3:00 p.m. | CONCURRENT WORKSHOP SESSIONS 4 |
| 3:00 – 3:30 p.m. | Break / Exhibits / Networking |
| 3:30 – 5:00 p.m. | SESSIONS 5 – SEPARATE ROUNDTABLES Best Practices 1-4 Rooms TBD Forums Chancellor, Parish, Religious Congregations and Business Managers |
| 6:00 p.m. | Evening Social – Room: Crystal Foyer |
| 7:00 – 9:00 p.m. | Social and Awards Banquet – Room: Crystal Ballroom Adjournment |

