




NATIONAL ASSOCIATION
OF CHURCH PERSONNEL
ADMINISTRATORS

2019

ANNUAL REPORT






**JUST
TREATMENT
FOR THOSE
WHO WORK
FOR THE
CHURCH**

SECOND EDITION

From the vantage point of 33 years beyond the first edition, here is a timely and compelling look at Church policies, best practices and documents.

**NACPA**
National Association of Church Personnel Administrators



ϕNACPA

National Association of Church Personnel Administrators

OUR MISSION AND VISION

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

Overview 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—including HR professionals, finance and business managers, chancellors, superintendents, pastors and principals.

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 employment relationships that promote human dignity and that 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 include 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.

NACPA 2019 ANNUAL REPORT

What We've Accomplished

Focusing on the strategic plan and responding to member surveys and recommendations, NACPA moved forward in 2019.

New A new publication, *Just Treatment for Those Working in the Church* was the centerpiece of this year's accomplishments. Thirty-three years after its first publication, this new edition is a vital resource that has been acclaimed by Church leaders.

New Graduates of the first "Certificate Program for Those Moving from Secular to Church HR Responsibilities" were saluted. Their experience will strengthen current and future HR leaders in our Church.

New Thanks to Board members committed to growing the membership, new recruits were added in several arch/dioceses.

New The third season of the webinar series premiered with a fifth presentation added.

New Our consultation services were expanded, with seasoned new consultants joining our highly respected team.

New New awardees were saluted for their vision, leadership and service to NACPA. An additional honor recognized those who created the Certificate Program.

New The association continued to forge new relationships and strengthen others.





December 2019

Dear NACPA Members,

That old adage that a picture is worth a 1,000 words is true in this report. Take a look at the cover and you'll see *Just Treatment for Those Who Work for the Church* prominently placed.

This publication is our poster child for 2019. From the vantage point of 33 years beyond the first edition, *Just Treatment* is a timely and compelling look at Church policies, best practices and documents.

We hope you share our pride in *Just Treatment* and the critical acclaim it has received. Among others, John Carr of Georgetown University noted that this faithful call to apply Catholic social teaching in our employment policies puts the Gospel to work in our institutions—a vital end for sure.

Let's go back to the cover for another highlight: photos from our 48th convocation in the Archdiocese of San Antonio. We are grateful to Archbishop Gustavo Garcia-Silver, M.Sp.S., for his warm hospitality and participation, supported by excellent archdiocesan staff.

Addressing convocation participants, the archbishop spoke on behalf of his fellow bishops, thanking NACPA members for their important work on behalf of the Church.

To help ensure that this important work is done well and members secure a "place at the table," NACPA knows professional development is vital.

SHRM and HRCI credits and networking opportunities at the convocation received high marks from members and the "Certificate Program for Those Moving from Secular to Church HR Responsibilities" moved into its second year with flying colors. Consultation services were provided across the country. The webinar series also continued to illuminate and inform participants.

As we look to the year ahead, we thank you for your exceptional collaboration. We are especially grateful to our Board of Directors and to our committee members who give so generously of their time and good counsel. We are pleased to report that the association is in good financial standing, with a strong membership base.

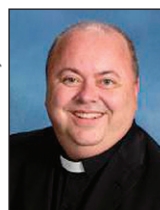
In closing, we extend a note of deep gratitude to Archbishop Gregory M. Aymond for his significant support and generous leadership as our Episcopal Moderator.

Sincerely,



Regina Haney

Regina Haney, Ed.D.
Executive Director



Rev Edward T Pratt

Reverend Edward T. Pratt
President, Board of Directors

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December 2019

To all members of NACPA,

As I reviewed the accomplishments of NACPA leadership and members this year, I looked forward to extending my congratulations.

Foremost I am so pleased with the new edition of *Just Treatment for Those Who Work for the Church*. I am aware of the great collaboration that made this seminal work a reality.

I thank Regina Haney, our Executive Director, for moving ahead with this outstanding initiative and the many authors, editors and supporters who brought this revised edition to life.

Just Treatment discusses the need to incorporate the Gospel message in all aspects of ministry. The work of staff and those who supervise them must be guided by the values of Jesus: justice, charity and integrity. This publication is so valuable in that it discusses many aspects of this important priority.

I also am delighted to know of the success of the "Certificate Program for Those Moving from Secular to Church HR Responsibilities." NACPA's professional development is a great benefit for all our arch/dioceses. My fellow bishops and I count on your help in establishing good business practices and identifying and training excellent and faithful staff.

The webinar series has become increasingly effective in addressing emerging—and often—challenging issues. The content provides perspective and insights for not only HR professionals but for chancellors, financial directors, superintendents, pastors and principals—and, yes, the bishops as well.

As I wrote last year, it is an honor to serve as your Episcopal Moderator. I thank you for your faithfulness, your commitment to our Church and the many talents you share with us.

Remain strong in your God given ministry.
You are a great gift to our Church—and to me.

Wishing you God's blessings, I am

Sincerely yours in Christ,

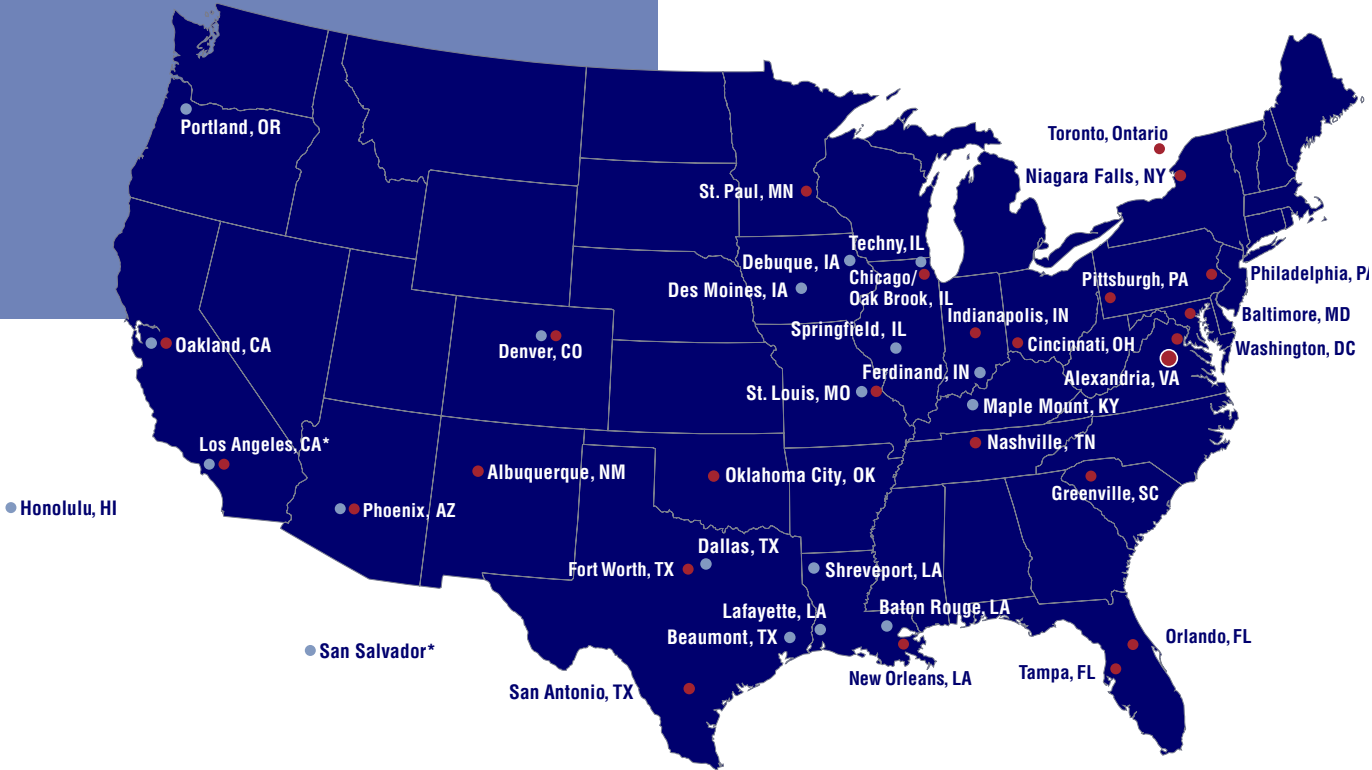
+ G. Aymond

Most Reverend Gregory M. Aymond
Archbishop of New Orleans



WHERE WE SERVE

Consultation services are provided nationwide. This map pinpoints the 16 consultations recently completed or in process; past and upcoming convocation sites and our national office in greater Washington, D.C.



Arizona	CONSULT	CONVOCATION
Phoenix	●	● 2003, 2014
California		
Oakland	●	● 1986, 1997
Los Angeles*	●	● 1990, 2005
Colorado		
Denver	●	● 2001
District of Columbia		
Washington		● 2000
Florida		
Orlando		● 2002, 2008
Tampa		● 2012, 2013
Hawaii		
Honolulu	●	
Illinois		
Chicago/Oak Brook		● 1987, 1996, 2009, 2010
Springfield	●	
Techy	●	
Indiana		
Ferdinand	●	
Indianapolis		● 2011
Iowa		
Des Moines	●	
Dubuque	●	

Kentucky	CONSULT	CONVOCATION
Maple Mount	●	
Louisiana		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994
Shreveport	●	
Maryland		
Baltimore		● 1992, 2021
Minnesota		
St. Paul		● 1991
Missouri		
St. Louis	●	● 1989, 2007
New Mexico		
Albuquerque		● 1993, 2020
New York		
Niagara Falls		● 2018
Ohio		
Cincinnati		● 2004
Oklahoma		
Oklahoma City		● 2016

Oregon	CONSULT	CONVOCATION
Portland	●	
Pennsylvania		
Philadelphia		● 1988
Pittsburgh		● 1995
South Carolina		
Greenville		● 2015
Tennessee		
Nashville		● 2017
Texas		
Beaumont	●	
Dallas	●	
Fort Worth		● 1998
San Antonio		● 1995, 2019
El Salvador		
San Salvador* (CRISPAZ)	●	
● Virginia NACPA National HQ		
Alexandria	●	
1727 King Street, Suite 105, Alexandria, VA 22314		
CANADA Ontario		
Toronto		● 1988
*in process		

The Next Chapter

Convocation Three outstanding plenary session speakers have been confirmed for the May 3-5 convocation in Albuquerque: Gloria Purvis, Donna Heckler and Keith Friede. Post-meeting surveys suggest that members most value networking, professional development with SHRM and HRCI credits and a lively and informative program at this annual gathering.

Webinars The 2019-2020 webinar series has already launched with “New Fair Labor Standards Act (FLSA) Regs” and “Transforming the Culture of Church Administrators.” Additional topics in this five-part series include: “Senior Priests: Retired or Recycled,” “Speaking a Common Language with Our Pastors, International and Others” and “The Vital Role Church HR Administrators Play in Creating the Culture of the Workplace.”

Members can access past webinars on the NACPA website for continuing education. However, when viewed live, the webinars carry an extra bonus of one recertification credit by both HRCI and SHRM.

Certification Program The “Certificate Program for Those Moving from Secular to Church HR Responsibilities” is an important initiative to strengthen current and future HR leaders in our Church.

Membership In terms of Catholic Church representation, NACPA members may be found in 142 arch/dioceses. This represents 72% of arch/dioceses nationwide. Membership includes individuals and group, the latter consisting of five or more members.

The 50th Anniversary—2021 Planning has begun for NACPA’s 50th. Members are encouraged to make this meeting the most successful to date by offering suggestions for the celebration and attending April 25-27 in Baltimore.

NACPA BY THE NUMBERS

MEMBERS REPRESENT 142 ARCH/DIOCESES (72% OF ALL ARCH/DIOCESES)

CONVOCATION ATTENDEES 203

16 CONSULTATIONS

Baton Rouge | Beaumont | Dallas | Des Moines (2) | Dubuque | Honolulu | Lafayette
Los Angeles | Maple Mount | Oakland | Portland | San Salvador | St. Louis (2) | Techy

WEBINARS 5

26 CERTIFICATE PARTICIPANTS

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 workplace justice.

Board of Directors

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NACPA 2019 ANNUAL REPORT

Financials

National Association of Church Personnel Administrators
Statement of Financial Position
Audited Financial Statements as of June 30, 2019

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$ 264,979
Investments	789,284
Accounts Receivable	18,543
Prepaid Expenses and Deposits	3,983
Total Current Assets	1,076,789

Property and Equipment - Net

TOTAL ASSETS	\$1,076,789
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LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable & Accrued Compensation	43,714
Deferred Revenues	30,591
Total Current Liabilities - Total Liabilities	74,305

Net Assets

Without Donor Restrictions	1,002,484
TOTAL LIABILITIES AND NET ASSETS	\$1,076,789



SPONSORSHIP

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.



Platinum

Catholic Cemeteries,
Archdiocese of Chicago
Christian Brothers Services

Gold

Archdiocese of Seattle
Arthur J Gallagher & Co.
Benefit Allocations
Systems, Inc.,
Valic/AIG
Villanova University Center
for Church Management

Silver

Archdiocese of New Orleans,
Archbishop Gregory M. Aymond,
Espiscopal Moderator to NACPA
Archdiocese of San Antonio,
Archbishop Gustavo
Garcia-Siller, MSpS
CAPTRUST
Gabriel, Roeder, Smith & Co.
Honkamp Kreuger & Co. (HKP)
Interlogic Outsourcing, Inc. (IOI)
Mass Mutual Financial Group
NACPA Board of Directors
National Catholic Services/VIRTUS

Strategic Retirement
Partners
Reta Trust
USI Consulting Group
Who's Where

Friends

Catholic Recruiter Associates
Church of the Ascension
Dayton, OH
Faith Perceptions
Jackson Lewis P.C.
Primebyte

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
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2019 Convocation Photo Overview



John Carr, founder and director, Initiative on Catholic Social Thought and Public Life, met with Regina Haney prior to his plenary session address.



"Redeeming Administration" was explored by plenary session speaker Ann Garrido, prolific author and professor at the Aquinas Institute of Theology.



Archbishop Gustavo Garcia-Siller, M.Sp.S., bishop of San Antonio, presided at the opening Liturgy and later discussed human development and migration.



NACPA Board Members: Christine Hagen, Alicia Corti, Elizabeth Allen, Beverly Escamilla, Rev. Edward T. Pratt, Annabelle Baltierra, Eileen Cull Valdez, Deacon Clarence McDavid and Regina Haney (ex officio).



Maureen Fontenot, Regina Haney and Rev. Edward Pratt (far right) presented the Vision Award to Edward P. Isakson, Director of Human Services, Archdiocese of Indianapolis, who was joined on stage by his wife, Kim.



Ricardo Serrano, Director of Human Resources (Ret.), Diocese of Tucson, was the recipient of the Service Award, presented by Regina Haney, Rev. Pratt and Deacon McDavid.



The Leadership Award was given to Matthew Boswell and Jennifer Clemens, representing the Archdiocese of Seattle.



Graduates of the Certificate Program were saluted by Rev. Pratt and Regina Haney: Christine Hagen, Jennifer Clemens, Cathi Farr, Sinia Bustamante, and Susan Walsh.



The NACPA Certificate Designer Appreciation Award was given to: Carmina Chapp, Ph. D., Maureen Fontenot, PHR, SHRM-CP, Edward Isakson, PHR, Anita Krail, SPHR and Dian Taylor-Pringle.

Up, Up and Away to ALBUQUERQUE NACPA 2020 May 3-5

Take this opportunity to learn (gain valuable credits),
refresh spiritually and network with colleagues
from around the country.

KEYNOTE SESSIONS INCLUDE:



GLORIA PURVIS

*Evangelizing on the Airwaves—
and in the Workplace*

Gloria Purvis is the host of "Morning
Glory" on EWTN Radio and is dedicated
to promoting the sanctity of human
life, marriage and the dignity of the human person.



KEITH FRIEDE

*Engaging the Whole Person
in Our Workplaces*

Keith Friede is Director of Gallagher
Better Works and leads the execution
of Gallagher's global talent
management consulting strategy.



DONNA HECKLER

And Then God Gave Me a Time-Out

Donna Heckler is a recognized thought
leader in brand and marketing
strategy and the author of *Marketing
God: Inspired Strategies to Build
the Kingdom*.

REGISTER TODAY

To register, visit www.nacpa.org or call 571-551-6064.

Check us out on @nacpaorg

NACPA is grateful to our corporate sponsors for their
support and participation.

Please visit nacpa.org for an updated list.

Photo Credit: Albuquerque CVB, Ron Behrmann Photographer

2020 NACPA CONVOCATION

Taking it to New Heights: JUSTICE IN THE WORKPLACE



National Association of Church Personnel Administrators

49th Annual Convocation: May 3-5

ALBUQUERQUE

**ANNOUNCING OUR 50TH ANNIVERSARY IN 2021
COME CELEBRATE WITH US!**

Baltimore April 25-27

NACPA

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National Association
of Church Personnel
Administrators