

NACPA 53RD ANNUAL CONVENTION

GETTING TO THE *heart* OF THE MATTER:

Church HR in the Heartland of America



NACPA 2024 | KANSAS CITY | APRIL 14-16

NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS



A MESSAGE OF GRATITUDE FROM NACPA

The National Association of Church Personnel Administrators extends a note of deep gratitude to the Diocese of Kansas City - St. Joseph and to the Archdiocese of Kansas City in Kansas for their support for this 53rd NACPA convocation. In particular, the Board of Directors is grateful to the following for their gracious gifts of time and talent.

The Archdiocese of Kansas City in Kansas

Archbishop Joseph F. Naumann
Chris Arth
Vince Cascone
Marissa Easter
Very Reverend John Riley
Bob Roper
Michelle Scheibner

Diocese of Kansas City - St. Joseph

Bishop James V. Johnston, Jr.
Ashlie Hand
Carol Anne Hoppins
Dr. Karen Kroh
Angela Laville
Patrick Miller
Brett Nieman
Very Reverend Kenneth Riley
Very Reverend Charles Rowe
Elena Seaton

Divine Worship Office

Father Paul Turner
Deacon Doug Warrens
Bobbi Aschwanden

Opening Liturgy, Sunday

Bishop James V. Johnston, Jr.
Very Reverend Charles Rowe
Marcea Brown

Visitation Catholic Church

Father Gregory Haskamp, pastor
Alegandro Manso,
Director of Liturgy and Music

Mass on Monday and Tuesday

Father Lawrence Sullivan
Pastor, Christ the King Parish, Chicago
NACPA Board of Directors

Morning Prayers

Michael Podrebarac

NACPA Convocation Committee

Eileen Cull Valdez, Chair
Nell Cline
Jillian Green

Dr. Regina Haney
Carol Anne Hoppins
Barbara Keebler
Geri Mesik
Lisa Pinto
Jessica Randazzo
Bob Roper
Michelle Scheibner

Entertainment

St. Monica Choir
Melvin Kerr, Director
St. Monica Catholic Church
Father Leonard Gicheru, pastor
Brant Jester Trio

Design

Katherine Kremer
Katherine Kremer Design, Inc.

Printing

District Creative Printing Inc.
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Vice President

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Cathedral of
St. Peter the
Apostle
Archdiocese of
Kansas City
in Kansas



Cathedral of
the Immaculate
Conception
Diocese of
Kansas City-
St. Joseph

Church HR in the Heartland of America

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SHRM/HRCI Credit Overview



This activity has been approved for 11 recertification credit hours of which 6.25 are business credit hours toward aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ through HR Certification Institute® (HRCI®). Full Registration Attendees will receive the activity ID after the program concludes. For more information about certification, please visit the HR Certification Institute website at www.hrci.org.



NACPA 2024 is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program is valid for 11 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit <https://www.shrm.org>

1.5 **1.75** Business Credits

1.5 HR Credits



Roman Catholic

Diocese of Tucson

Office of the Bishop

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

April 14, 2024



To all members of NACPA,

This is certainly a banner year for our NACPA convocation, and it is a rare and blessed opportunity to be welcomed by two dioceses! I am grateful to Archbishop Joseph F. Naumann of the Archdiocese of Kansas City in Kansas and to Bishop James V. Johnston, Jr. of the Diocese of Kansas City-St. Joseph for their warm hospitality. I also thank Bishop Johnston for celebrating our opening liturgy, certain to both uplift and inspire delegates. In addition, Mass will be offered on Monday and Tuesday, thanks to the generosity of board member Father Larry Sullivan.

The spiritual dimension of our annual gathering is as vital as the professional component. Mary Santi, one of our outstanding former board members, once observed that the HR function in our Church is a *ministry*. This essential ministerial component is what sets us apart from secular professionals, and one of the many reasons my fellow bishops and I hold our local HR leadership in such high esteem.

I congratulate the 2024 awardees: Ricardo Serrano; the Archdiocese of Miami (Archbishop Thomas Wenski and Lisa Pinto); Phil Bushnell and Eileen Cull Valdez. Eileen also led a dedicated convocation planning committee. I am grateful to all its members, especially local diocesan leaders Carol Anne Hoppins and Bob Roper for their collaboration.

As always, allow me also to thank Dr. Regina Haney. Regina works tirelessly year-round to make NACPA the primary and essential membership choice for Church HR directors. In addition to providing new initiatives and programs, Regina has recruited talented members to join eight highly effective board committees, exponentially expanding our outreach and service. Her exemplary leadership is a blessing for us!

Finally, I am grateful for your fidelity to the Church, commitment to ministerial leadership, and generosity of service. With your help we are daily moving closer to the heart of our ministry—promoting justice in the Church workplace.

May God bless you abundantly,

Most Reverend Edward J. Weisenburger
Bishop of Tucson

Church HR in the Heartland of America



Office of the Bishop

April 14, 2024

Dear Friends in Christ,

Grace and peace be with you!

On behalf of the faithful, consecrated religious and clergy of the Diocese of Kansas City-St. Joseph, I welcome you to Kansas City for the National Association of Church Personnel Administrators' Annual Convocation. We are grateful to be able to host you in our community, home to 125,000 Catholics across 27 counties in north and western Missouri.

Our local Church has a deep and rich history of Catholicism dating back to the early 1700s. French fur traders and merchants settled along the Missouri River near present-day Kansas City at Chouteau's Bluff, eventually establishing a chapel for Catholic worship. The arrival of Catholic missionaries, most notably Father Bernard Donnelly in 1845, signaled the permanency and success of the Church in the area.

Today, our diocese is home to 93 parishes and missions, 32 elementary schools and early childhood centers and three diocesan high schools. We have an active young adult Catholic community, and scores of devoted parishioners who are generous with their time, talent and treasure.

As you gather over the next several days for professional development, fellowship and a little fun, please know how appreciative I am for the many individuals who have answered the call to administration in our dioceses, archdioceses and schools. These would not operate without your expertise, commitment and stewardship.

My prayer is that this time of reflection and education will be fruitful and inspiring so that you can bring that energy back to your communities and offices when you return home.

I look forward to joining you all for Mass on Sunday at Visitation Catholic Church and wish you all the fullness of Christ's peace during this Easter Season.

Gratefully yours in Christ,

A handwritten signature in blue ink that reads "James V. Johnston, Jr." with a cross at the beginning.

Most Reverend James V. Johnston, Jr.
Bishop of Kansas City-St. Joseph



Diocese of Kansas City ~ St. Joseph at The Catholic Center

20 West 9th Street • Kansas City, Missouri 64105 • 816-756-1850 • Bishops Fax: 816-756-2105 • bishopsoffice@diocesekcsj.org



April 14, 2024

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,

Thank you for joining us in Kansas City for our 53rd annual convocation. We are grateful for the warm hospitality of the Archdiocese of Kansas City in Kansas and the Diocese of Kansas City-St. Joseph.

Remarkably, we have a record number of Kansans as delegates, thanks in large measure to Carol Anne Hoppins and Bob Roper and their colleagues. Their encouragement has been key in shaping this meeting, along with the support of Archbishop Naumann and Bishop Johnston.

I also was privileged to lead a hard working and creative convocation planning committee. They have been vital in setting the theme; selecting compelling keynote speakers and assembling an excellent line-up of workshops.

The groundwork has been set, and now you can make this convocation one of the best ever. I urge you to fully participate in the sessions and make it a point to meet delegates from across the country. Our industry has been rapidly evolving in recent years and connections forged in Kansas may reap helpful networking resources — and future friends.

Another important aspect of our convocation is the exhibition. We have gathered 27 industry leaders who look forward to meeting with you and understanding your priorities and needs. I am grateful to them all for collaborating with us. I also thank our generous sponsors who help make this meeting a reality.

Finally, thank you for the opportunity to serve as your president for the past two years. Through zoom meetings, countless calls and inspiring convocations, my life is richer for meeting so many new HR leaders — and getting to know others better. I am particularly thankful to Regina Haney for her great support and gifted leadership of NACPA.

Blessings to you all as we get to the heart of the matter and explore “Church HR in the Heartland of America.”

Sincerely,

Eileen Cull Valdez, SPHR, SHRM-SCP
President, NACPA Board of Directors



Church HR in the Heartland of America



April 14, 2024

Dear Delegates, NACPA members, Colleagues in the Diocese of Kansas City-St. Joseph and the Archdiocese of Kansas City in Kansas, Sponsors and Exhibitors,

Several months ago I came to Kansas City to meet with archdiocesan and diocesan leaders to plan the convocation. The response from that gathering underscored the relevance of our theme: “Getting to the Heart of the Matter: Church HR in the Heartland of America.” The attendees got right to the heart of the matter and their energy and enthusiasm helped make this the largest convocation attendance in recent years.

I’m delighted that our many delegates will be hearing from two outstanding keynote speakers. Mark Kamp’s deep understanding of business dynamics will be transformative. Deacon Larry Oney’s focus on the new evangelization will speak to our hearts, inspiring us to live a spirit-filled life.

In addition to these keynotes, there are excellent workshops, uplifting liturgies and networking and recertification credits available. The convocation also provides an opportunity to better know your association and its resources.

NACPA’s membership is growing and our consultation services are expanding and increasingly popular. The webinar series (now in its sixth year) is consistently well attended and the On Demand initiative is a sought after resource. This past year also marked our sixth successful Certification program — a vital initiative that helps HR leaders transition from secular to Church HR.

An exciting new initiative, “The HR Primer for Those in the Church Workforce,” can be tailored for a diocese per the specifications of the HR leader. It premiered in Miami and its subsequent success has merited the Leadership award.

One of the most remarkable hallmarks of NACPA is the participation of members in its eight committees. These individuals help organize webinars, plan marketing, develop the strategic plan and design the convocation — among other ventures. I hope that you will get to know our talented committee members and consider volunteering as well.

I join Bishop Edward Weisenburger in expressing appreciation to Bishop Johnston and Archbishop Naumann for their support. It is an honor to have the bishop celebrate Mass for us in the historic Visitation Catholic Church.

Special thanks again to those encouraging meeting participants whom we met months ago and who helped us reach today—exploring the heart of the matter in this beautiful Heartland of America, Kansas City,

Sincerely,

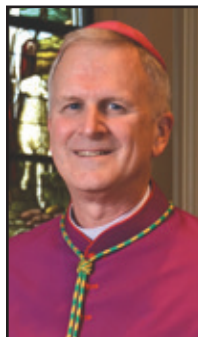
Regina Haney, Ed.D.
Executive Director
NACPA





OPENING LITURGY

SUNDAY, April 14, 2024 | 5:00 PM



MOST REVEREND BISHOP JAMES V. JOHNSTON, JR.

Bishop James V. Johnston, Jr., obtained a BS degree in electrical engineering from the University of Tennessee in Knoxville and initially worked for an engineering consulting firm and for an electric utility. In 1985, he pursued a call to the priesthood and received a Master of Divinity degree from St. Meinrad School of Theology in 1990. He was ordained for the Diocese of Knoxville on June 9, 1990.

Later Bishop Johnston obtained a Licentiate in Canon Law from the Catholic University of America. He served as chancellor and moderator of the Curia for the Diocese of Knoxville, as well as in parish ministry. On March 31, 2008, he was ordained the sixth bishop of the Diocese of Springfield-Cape Girardeau. He was installed as seventh bishop of the diocese of Kansas City–St. Joseph on November 4, 2015.

PLENARY SESSIONS

MONDAY, April 15, 2024 | 8:30 - 10:15 AM



MARK KAMP

Opportunity Rocks! Be a Rock Star in Business and Beyond 1.75 Business

Mark Kamp, aka Marvelless Mark, is an international keynote speaker, best-selling author and award-winning entertainer. Mark's deep understanding of business dynamics and improvement strategies guarantee a transformative experience for his audiences. He has rocked the corporate stage in 24 countries and has appeared on ABC, NBC, CBS, Fox, and HBO. Mark's high energy presentation evolved from studying the strategies of music's most successful musicians and bands. His audiences depart with a renewed sense of purpose and a game plan for pursuing their goals.

TUESDAY, April 16, 2024 | 8:30 - 10:15 AM



DEACON LARRY ONEY

Discovering Your Divine Purpose 1.75 HR

A permanent deacon for the Archdiocese of New Orleans, Deacon Oney is the president of Hope and Purpose Ministries. This ministry focuses on the new evangelization through excellent media initiatives. Known for his warm, animated, and compassionate presentations, Deacon Oney teaches on the importance of discovering your divine purpose from God, and moving into all that God has in store for you. A prolific author, Deacon Oney has taught and preached throughout the U.S. and globally. He leverages humor, joy, scripture, love, and personal insight to speak to people's hearts and to inspire them to live a spirit-filled life.

Church HR in the Heartland of America

PROGRAM AND WORKSHOPS

SUNDAY, APRIL 14

- 11:30 a.m. - 12:30 p.m. Kansas City Fun Trolley Tour **Departs from Hotel**
- 1:00 – 3:00 p.m. Exhibit set up
- 2:00 – 3:00 p.m. New Member Orientation - Open to Members, Meet the NACPA Board and New Friends **Location: Union Hill**
- 3:00 – 4:00 p.m. HR Certificate Program Alumni Reception.
Open to all Certificate Program Graduates and Mentors **Location: Union Hill**

5:00 – 6:00 p.m. **OPENING LITURGY** Location: Visitation Catholic Church
MOST REVEREND BISHOP JAMES V. JOHNSTON, JR.
Transportation provided at 4:00, 4:20 and 4:40 p.m.

6:30 – 8:00 p.m. Opening Ceremony and Social **Location: Plaza Terrace**

MONDAY, APRIL 15

- 7:00 – 7:30 a.m. Mass **Location: Grand Ballroom F**
- 7:00 – 8:30 a.m. Continental Breakfast **Location: Exhibit Hall**
- 8:00 – 8:30 a.m. Morning Prayer **Location: Grand Ballroom ABCDE**

8:30 – 10:15 a.m. **OPENING PLENARY:** Location: Grand Ballroom ABCDE
Opportunity Rocks! Be a Rock Star in Business and Beyond!
MARK KAMP

10:15 – 11:30 a.m. BREAK **Location: Exhibit Hall**

CONVOCATION 2023 – BALTIMORE



GETTING TO THE *heart* OF THE MATTER:

PROGRAM AND WORKSHOPS

MONDAY, APRIL 15

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 1

101

1.5 Business

Addressing Boundary Violations Location: Rockhill

Melanie Takinen, Associate Director, VIRTUS® Programs, National Catholic Services, LLC, mtakinen@virtus.org

Have you ever been informed about a boundary violation committed by an employee, but weren't sure how to respond? This session will review general information on boundaries, why they matter and provide examples of boundary violations. The session will also review the importance of addressing boundary violations and provide examples on how they can be addressed.

ABOUT THE SPEAKER

Melanie Takinen has experience on local and national levels in abuse prevention and response, survivor advocacy, education, social work and parish ministry. She is currently the Associate Director of the VIRTUS Programs. Melanie has served in the Secretariat of Child and Youth Protection at the USCCB in Washington, DC, and was previously the Director of Safe Environment Training for a diocese. Melanie has a master's degree in psychology and a bachelor's degree in education and sociology.

CONVOCAATION 2023 — BALTIMORE



Church HR in the Heartland of America

PROGRAM AND WORKSHOPS

MONDAY, APRIL 15

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 1 (CONT'D)

102

Spinning the HR Wheel of (mis)Fortune - Round 2

Location: Roanoke

1.5 HR

Bethany Seay SHRM-SCP, Assistant Director of Human Resources, Diocese of Richmond,
bseay@richmonddiocese.org

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

The HR game just become a little more interesting. The rules have changed, as have healthcare laws, policy language around Catholic identity, priests' use of social media and more. Join this interactive session and share what games your employees are playing with you and how the rules continue to change.

ABOUT THE SPEAKERS

Bethany Seay specializes in nonprofit management and specialty/niche technology. She loves finding creative, mutually beneficial solutions and is committed to HR innovation and streamlining the employee experience. Bethany supports the Diocese of Richmond.

Sarah Fogler, an HR Officer, is a frequent national presenter and brings more than 25 years experience in HR organizations, ranging from 15 to 30,000 employees in size.

103

Catholic Social Teaching in the Catholic Workplace Location: Union Hill

1.5 HR

Fr. Frank Donio, S.A.C., D. Min., M.S.C.M., Executive Director, Conference of Major Superiors of Men and Founding Director of the Catholic Apostolate Center,
fatherfrank@catholicapostolatecenter.org

This session will introduce participants to the basic principles of Catholic social teaching, which form the basis of the Church's understanding of how we are to treat each other in the workplace. These include the dignity of the human person, the common good, subsidiarity, participation, solidarity, the right of private property and the universal destination of goods. Integrated throughout the lesson will be examples of how Church HR is different from corporate HR.

ABOUT THE SPEAKER

Fr. Frank Donio, S.A.C., D. Min. is Executive Director, Conference of Major Superiors of Men. Fr. Donio is the recipient of the NACPA 2022 Leadership Award, recognized for consistently providing outstanding leadership to those serving in the HR ministry of the Church. He is a key founder of NACPA's Certificate Program for Those Moving to Human Resources Responsibility in a Catholic Workplace. Fr. Donio co-authored NACPA's seminal publication, *Just Treatment for Those Who Work for the Church*, second edition.

1:00 – 2:30 p.m.

Member Lunch/NACPA Meeting Location: Grand Ballroom ABCDE

2:30 – 2:45 p.m.

BREAK Location: Exhibit Hall



PROGRAM AND WORKSHOPS

MONDAY, APRIL 15

2:45 – 4:15 p.m.

CONCURRENT WORKSHOP SESSIONS 2

201

1.5 Business

The Future of H.R. Leadership in the Arch/diocese / Religious Order Setting

Location: Rockhill

Deacon Michael Monahan, Managing Principal & Servant Leader, Grant Thornton, LLP, Beach Catholic Community, deaconmikemonahan@gmail.com

Philip Bonanno, National Actuarial Leader, Managing Director Grant Thornton, phil.bonanno@us.gt.com

This session will reflect on lessons learned through significant events of global disruption and tragedy to consider what the future might hold following a global pandemic. This will be a facilitated dialogue intended to explore how the lessons of the past can inform our thinking in the future and how the experiences of the present may also shape our thinking.

ABOUT THE SPEAKER

Deacon Monahan, former CHRO and legal counsel for or two dioceses, has 35+ years experience and is a permanently ordained deacon. He has also worked professionally as global HR consultant, SVP/chief administrative officer/labor counsel and human capital consulting practice leader for a \$2.8B+ global professional services firm. Most recently he served the National Managing Principal - People & Community (CHRO) as a member of his firm's senior leadership team through the pandemic.

202

1.5 HR

What Makes Church Management So Different? Hint: Not a Lot, but More than a Little

Location: Roanoke

Deacon Thomas Collier, Pastoral Associate / Business Manager, St. Ann's Catholic Church, Diocese of San Angelo, tcollier@sanangelodiocese.org

Hierarchy and high-performance teams come together at the parish level to create the experience of Church for the People of God. This session will lead its participants through the areas in which industry state of the art can inform Church organization and management and address the areas in which Christian management principles can advance the industry state of the art.

ABOUT THE SPEAKER

Deacon Thomas Collier, ordained in 2018, brings more than four decades of industry experience along with his experience as a pastoral associate/business manager helping to lead a 1,900-family parish in West Texas through the pandemic and its recovery. He holds degrees in engineering, business and theology.

Church HR in the Heartland of America

PROGRAM AND WORKSHOPS

MONDAY, APRIL 15

2:45 – 4:15 p.m.

CONCURRENT WORKSHOP SESSIONS 2 (CONT'D)

203

1.5 Business

PANEL: Catholic Identity - Employee Benefit Plans: Navigating Healthcare Realities through a Catholic Lens Location: Union HillRobert Smedley, CEO, Matthias Group, smedley@matthiasgrp.comJason Coon, Vice President, Catholic Benefits Association, jasoncoon@catholicbenefitsassociation.orgEric Allen Kauk, Esq., LL.M., Attorney, Catholic Benefits Law, eric.kauk@catholicbenefitslaw.comBob Roper, Director of Human Resources, Archdiocese of Kansas City in Kansas, broper@archkck.org

Learn why stakeholders must challenge the status quo, create partnerships, and navigate risks to preserve Catholic identity in today's political, legal and cultural landscape. Panel members will offer tangible tools to support the HR director's efforts.

ABOUT THE SPEAKERS

Robert Smedley is the owner and president of the Matthias Group, the nation's only pharmaceutical benefit management (PBM) consulting firm that exclusively serves Catholic dioceses, orders and other religious institutions. Robert began his career in employee benefits consulting in 2004 with an insurance agency that served the Catholic Church. Later he focused on helping clients comply with new benefit mandates without violating the tenets of the faith. Matthias Group has saved clients millions of dollars in premiums while protecting the Catholic identity of their employee benefits plans.

During his 28 years in the insurance industry, Jason Coon has led strong customer service and claims processing teams, established strong customer relationships and superior service models and helped to grow the innovative technology sales business. As Vice President of the Catholic Benefits Association, Jason is committed to innovating a new Catholic standard for health plans while creating cost effective Catholic health and benefit solutions.

Eric Allen Kauk is a diocesan tax and benefits attorney with 16 years of experience exclusively advising the Church. Eric was educated at Georgetown Law and holds bachelor's and master's degrees in accounting. He is a prolific author, appearing in *Harvard Law* and *Rutger's Law* among other publications. Eric serves on multiple boards and as "of counsel" to the Catholic Benefits Association. He also serves as legal counsel to many U.S. Catholic arch/dioceses.

Bob Roper is Director of Human Resources, Archdiocese of Kansas City in Kansas. He joined the archdiocese in November, 2022. Previously Bob served for nine years as Director of Human Resources, Diocese of Kansas City-St. Joseph, which followed a 28-year career in corporate HR. During his time in HR he has managed through the arrival of the desktop computer, FMLA and the ADA, then Y2K, the 2008 recession and Covid days.

5:00 – 6:00 p.m.

Thank You Kansas City! Happy Hour Sponsored by Mutual of America
Location: Exhibit Hall



PROGRAM AND WORKSHOPS

TUESDAY, APRIL 16

- 7:00 – 7:30 a.m. Mass **Location: Grand Ballroom F**
 7:00 – 8:30 a.m. Continental Breakfast **Location: Exhibit Hall**
 8:00 – 8:30 a.m. Morning Prayer **Location: Grand Ballroom ABCDE**

8:30 – 10:15 a.m. **OPENING PLENARY:** **Location: Grand Ballroom ABCDE**
 Discovering Your Divine Purpose
DEACON LARRY ONEY

10:15 – 11:30 a.m. Book Signing by Deacon Oney **Location: NACPA Registration Desk**
 and BREAK **Location: Exhibit Hall**

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

301

Workplace Crisis Management, Conflict Resolution and Navigating Extreme Change **Location: Rockhill**

1.5 HR

Linda Rava, SHRM-SCP, Director of Human Resources, Saint John Vianney Center, lrava@sjvcenter.org

Hands-on experience implementing these areas of concern have yielded successful results from a Human Resources perspective, employee engagement perspective and organizationally. With proper preparedness, they can be instruments for improving employee engagement while implementation of best practices contributes to a healthy culture.

ABOUT THE SPEAKER

Linda Rava serves as the Director of Human Resources for the Saint John Vianney Center. She has more than 20 years of progressive human resources experience in small to mid-size organizations. She earned an MS in human resources management from West Chester University and a BS in professional and liberal studies from St. Joseph's University, where she also minored in theology and religious studies.

CONVOCATION 2023 — BALTIMORE



Church HR in the Heartland of America

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 16

11:30 a.m. – 1:00 p.m.

CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)

302

1.5 HR

**Providing a Culture of Health and Wellness:
Best Practices for Lay and Religious Employees**

Location: Roanoke

Shelby Hoffman, Manager of Wellness Services, The Miller Group, shelbyh@millercares.com**Deacon Robert Falke, Senior Account Executive, The Miller Group, robertf@millercares.com**

Your staff is the driving force behind your organization's success, but they can't perform their best work if they are experiencing health issues, grappling with financial troubles at home or feeling undervalued in the workplace. This session will be interactive with discussions around both lay and religious employee's well-being.

ABOUT THE SPEAKERS

Shelby Hoffman is the Manager of Wellness Services for the Miller Group. She is a certified corporate wellness specialist with nine years of teaching health and physical education and seven years as a head coach. Shelby provides guidance on whole employee wellness, addressing not only health and physical needs, but emotional, financial, spiritual and occupational well-being as well.

Deacon Robert Falke is a Senior Account Executive with The Miller Group. Robert's skills come from more than 30 years working in the employee benefit field. Having worked for both insurance companies and employee benefit agencies, he understands the inter-workings of the full range of group benefits and funding structures. Robert has direct experience with integrated wellness and consumer driven plan designs and understands related claims and IT systems

303

1.5 HR

**DOL Audits: How to Avoid Them
& How to Handle Them** Location: Union Hill**Delbert Zamora, Principal and Consulting Actuary, Milliman Inc., delbert.zamora@milliman.com**

This session will provide insights on handling an audit and discuss ways to avoid and/or minimize the impact to staff if audited. A case study or two will showcase the experience and what items were reviewed and the overall outcome of the audit. Attendees will be asked to share their experiences on DOL audits and to discuss common themes/topics.

ABOUT THE SPEAKER

Delbert Zamora is a Principal & Consulting Actuary with 30 years of experience in all facets of pension funding and accounting areas.

1:00 - 2:30 p.m. Lunch on Your Own: See App for Area Restaurants
Free Hotel Shuttle available to the Country Club Plaza

2:30 p.m. *Exhibit Hall Closes*



PROGRAM AND WORKSHOPS

TUESDAY, APRIL 16

2:30 - 4:00 p.m.

CONCURRENT WORKSHOP SESSIONS 4

401

1.5 Business

AI in the HR World Location: Rockhill

Edward F. Barry, CPA, National Managing Director, HR Technology Consulting Practice, Human Resources & Compensation Consulting, Gallagher, Ed_Barry@ajg.com

This session will give the attendee a primer on the difference between “Hyper-Automation” and “AI” as a topic as well as explore the differences between good AI and less than good AI which is giving rise to government and private regulation of its use in the workplace and how to maximize AI efficiencies, where possible. Attendees will learn (1) What is AI? (2) How can it be applied in a Church administrative setting? (3) What are the safe next steps?

ABOUT THE SPEAKER

Edward F. Barry, CPA is the National Managing Director, HR Technology Consulting Practice, Gallagher. Edward’s experience includes finance and accounting, audit, administration, strategic planning, information systems, HR, risk management and operations.

402

1.5 HR

Judging Humans with no Judgement: Creating a Better Performance Review System

Location: Roanoke

Ashely Emery, SHRM-SCP, Director of Human Resources, Diocese of Evansville, aemery@evdio.org

This session will look at the landscape of our workforce, the changing demographic and the broken practice of performance reviews. The intention is to answer the question: "How can we create a better system to measure and motivate employees while keeping the focus on the mission of the Church?" Different models and examples of performance review processes that can be implemented in the different work settings of the Church will be explored.

ABOUT THE SPEAKER

Ashley Emery is the Director of Human Resources for the Diocese of Evansville. She has 10 years of human resources experience and has been with the diocese for almost three years. Prior to this she worked in HR roles in the manufacturing sector. She has an MBA in human resources and has been a NACPA member since 2021.

CONVOCAATION 2023 — BALTIMORE



Church HR in the Heartland of America

PROGRAM AND WORKSHOPS

TUESDAY, APRIL 16

2:30 - 4:00 p.m.

CONCURRENT WORKSHOP SESSIONS 4 (CONT'D)

403

1.5 HR

DOL Proposed Overtime Rule: What you Need to Know and What You Can Do Now Location: Union Hill

Rob Reid, J.D., Director of Human Resources, Archdiocese of Cincinnati, NACPA Board Member, rreid@catholicaoc.org

Bob Roper, Director of Human Resources, Archdiocese of Kansas City in Kansas, NACPA Board Member, broper@archkck.org

In its recently issued proposed rule, the Department of Labor (DOL) is seeking to increase the salary threshold for exempt status by nearly \$20,000. Although the final rule has yet to be issued, now is the time to begin thinking about how the rule will impact your workplace. During this session, we will discuss the significance of the proposed rule, as well as what resources employers can do now to prepare for a new and significantly higher salary threshold for exempt status.

ABOUT THE SPEAKERS

Rob Reid is the Director of Human Resources, Archdiocese of Cincinnati. Rob received his Juris Doctorate from the University of Cincinnati College of Law and a Bachelor of Arts summa cum laude from Xavier University in Cincinnati. Prior to joining the archdiocese 10 years ago, Rob worked as an attorney in the private practice of labor and employment law for 20 years, spending nearly half of that time representing the archdiocese in employment law matters.

Bob Roper is Director of Human Resources, Archdiocese of Kansas City in Kansas. He joined the archdiocese in November, 2022. Previously Bob served for nine years as Director of Human Resources, Diocese of Kansas City-St. Joseph, which followed a 28-year career in corporate HR. During his time in HR he has managed through the arrival of the desktop computer, FMLA and the ADA, then Y2K, the 2008 recession and Covid days.

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

4:15 – 5:45 p.m.

THREE ROUNDTABLE-STYLE ROOMS

An opportunity to share best practices. Topics chosen by attendees.

Discussion 1 - Compensation Location: Rockhill 1.5 HR

Discussion 2 - Wellness Location: Roanoke 1.5 HR

Discussion 3 - Disaster Preparedness Location: Union Hill 1.5 Business

5:45 p.m. Sessions Conclude

6:30 – 7:00 p.m. Social Location: Grand Ballroom ABCDE

Entertainment by the St. Monica Choir

7:00 – 9:00 p.m. Closing Awards Banquet Location: Grand Ballroom ABCDE

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

**Convocation adjourned. Thank you for attending.
Please join us in Salt Lake City for NACPA 2025.**



THE NACPA 2024 AWARDS



RICARDO SERRANO
VISION AWARD
NACPA 2024

RICARDO SERRANO

NACPA Consultant, Former HR Director, Diocese of Tucson

Ricardo Serrano initiated a NACPA consultation service focused on creating, critiquing and revising policy handbooks for arch/dioceses and parishes. He also developed and implemented a program to provide a strong foundation in key human resource disciplines for parish employees with HR responsibilities. Initially customized for the Archdiocese of Miami, the program is now called the HR Primer Certificate for Those in the Church Workforce and is being offered to dioceses and parishes nationwide.

Ricardo further created and implemented a training program to help leaders of religious congregations recruit, hire and evaluate wellness coordinators to serve their respective congregations.



ARCHDIOCESE OF MIAMI
LEADERSHIP AWARD
NACPA 2024

ARCHDIOCESE OF MIAMI

The Archdiocese of Miami is home to more than a half million Catholics in Miami-Dade, Broward and Monroe counties. It includes 109 parishes and missions, 64 schools and one virtual school. The archdiocese is led by

Archbishop Thomas Wenski whose episcopal motto is "I have become all things to all in order to save at least some" (1 Corinthians 9:22). In that spirit, Archbishop Wenski places high value on those with HR responsibilities and always has a heart for the worker.

With the archbishop's support and under the leadership of Lisa Pinto, senior director of Human Resources, the archdiocese implemented a program to educate those with HR responsibilities at the local level. This is being replicated for other arch/dioceses around the country and was adapted from the Certificate Program offered to help professionals transition from secular to church HR.

The Archdiocese of Miami also is a role model for providing assistance to welcome international clergy, women religious and lay employees into the diocese, religious communities and parishes. On a national level, it was the first to give a major donation to the association's 50th anniversary campaign, supporting scholarships for NACPA members.



PHIL BUSHNELL
SERVICE AWARD
NACPA 2024

PHIL BUSHNELL

Managing Director, Religious and Nonprofit Practice, Gallagher Benefit Services, Inc.

Phil Bushnell has worked with religious and nonprofit clients for 27 years. In his position at Gallagher, he is responsible for bringing focus and best practices to his clients. Over the years Phil's expertise has been a great benefit to NACPA. He has advised the association on providing relevant and top quality service for its members, including encouraging the association to focus on survey data. Phil assisted with designing the *2022 National Diocesan Survey: Salary and Benefits for Priests and Lay Personnel* and the annual membership survey.

Phil also has inspired association leadership to think outside the box when planning events such as the convocation. He has counseled NACPA to proactively identify potential challenges and has recommended effective solutions before any challenges developed.

Church HR in the Heartland of America

THE NACPA 2024 AWARDS



EILEEN CULL VALDEZ
SERVICE AWARD
NACPA 2024

EILEEN CULL VALDEZ, SPHR, SHRM-SCP
Director of Human Resources, Diocese of Des Moines

Eileen Cull Valdez's leadership has had a long and distinguished impact on the association's success. Eileen guided NACPA through the complexity of the pandemic, ensuring continued support for its members. As chairperson of the Convocation Committee, she spearheaded an innovative approach to deliver the 2021 Baltimore Convocation virtually. Attendees praised it as the best virtual conference they had experienced. In the following year, in her dual roles as president and convocation committee chairperson, Eileen encouraged members to participate in an in-person convocation in Albuquerque. This gathering provided a valuable opportunity for members to discuss and plan for the future workplace, shaped by the pandemic, and allowed them to reconnect with colleagues and friends after a period of isolation.

Throughout her tenure as president, Eileen worked collaboratively with the Board of Directors and the executive director to ensure that the association's decisions, educational programs, services, and publications reflected its mission, vision, and values. For Eileen's leadership, the association is grateful.

THE SIGNIFICANCE OF THE NACPA AWARDS

The NACPA Awards are given annually by the association at the discretion of the Board of Directors.

The Vision Award – The NACPA Awards are awarded annually by the association's Board of Directors. The Vision Award recognizes exemplary vision on behalf of justice in the Church workplace and support for NACPA. It honors individuals who have demonstrated strategic leadership and a commitment to lifelong learning and visionary leadership.

The Leadership Award – The NACPA Leadership Award recognizes a current member or member organization that has provided invaluable service to support the mission of the association. This award honors individuals or organizations that have demonstrated initiative, collaboration and creativity.

The Service Award – The NACPA Service Award acknowledges individuals or organizations that have provided exceptional support for the association. This award frequently recognizes the commitment and counsel provided by board members and other individuals who have devoted extensive time and service.



BOARD OF DIRECTORS AND ASSOCIATION STAFF

NACPA is led by a visionary and dedicated Board of Directors who generously give their time and talents to advancing workplace justice.

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Church HR in the Heartland of America

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GETTING TO THE *heart* OF THE MATTER:

WHERE IN THE USA IS NACPA?

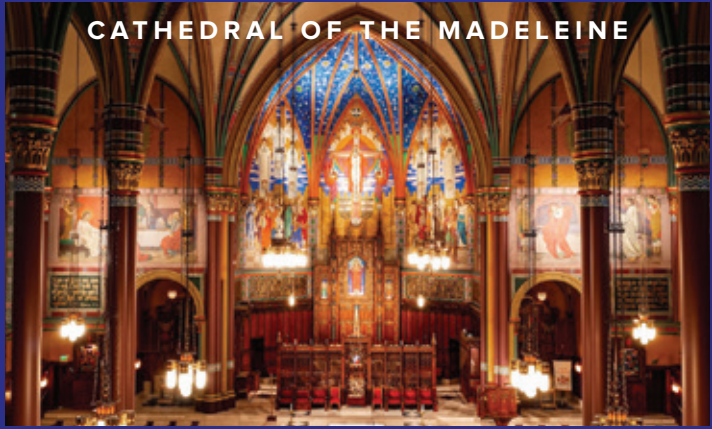
Consult the map to see the NACPA convention sites and consultation locations. This year marks the first visit to Kansas City, Missouri. Next year also will be an association first: Salt Lake City, Utah.



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

State	CONSULT	CONVOCAION
Kentucky		
Maple Mount	•	
Louisiana		
Baton Rouge	•	
Lafayette	•	
New Orleans		• 1994
Shreveport	•••	
Maine		
Portland	•	
Maryland		
Baltimore		• 1992, 2021, 2023
Silver Spring	•	
St. Paul		• 1991
Michigan		
Detroit	••	
Kalamazoo	•••	
Massachusetts		
Springfield	•	
Missouri		
Kansas City		• 2024
O'Fallon	••	
St. Louis	••	• 1989, 2007
New Mexico		
Albuquerque		• 1993, 2022
New York		
Niagara Falls		• 2018
Rochester	•	
Syracuse	•	
Ohio		
Cincinnati	••	• 2004
Cleveland	•	
Clinton	•	
Columbus	••	• 1995
Toledo	•	
Toronto	•	

State	CONSULT	CONVOCAION
Oklahoma		
Oklahoma City		• 2016
Oregon		
Portland	•	
Pennsylvania		
Altoona-Johnstown	•	
Philadelphia		• 1988
Pittsburgh		• 1995
Scranton	•	
Villa Maria	•	
South Carolina		
Greenville		• 2015
Tennessee		
Nashville		• 2017
Texas		
Beaumont	•••••	
Dallas	•	
Fort Worth		• 1998
Southeast	•	
San Antonio	•	• 1995, 2019
Utah		
Salt Lake City	•	• 2025
• Virginia NACPA National HQ		
Alexandria	•	
2121 Eisenhower Avenue		
Suite 200 Alexandria, VA 22314		
Wisconsin		
Green Bay	•••	
El Salvador		
San Salvador (CRISPAZ)	•	
CANADA Ontario		
Toronto		• 1988



CATHEDRAL OF THE MADELEINE



PARK CITY, UTAH

WELCOME TO NACPA 2025

SALT LAKE CITY

APRIL 27-29



Next year NACPA heads to beautiful Salt Lake City, Capitol of Utah.

The walkable city sits in a mountain bowl 4,300 feet high and minutes from outdoor adventure opportunities.

The diocese is led by Bishop Oscar Solis, with 324,988 Catholics and 48 parishes.

NACPA has reserved rooms at the Salt Lake City Marriott City Center, 220 South State Street. The hotel is centrally located and features many amenities, including indoor and outdoor pools.



BISON



ENSIGN PEAK PARK



UTAH STATE CAPITOL

HOW WE SERVE OUR MEMBERS



NACPA provides innovative and timely programs and initiatives to inform and strengthen its members in their ministry to the Church.

Convocation.

What better way to serve our members than gathering them for an annual convocation in great locations for professional and spiritual renewal? So much good is packed into NACPA's three-day meeting that many members make attendance an annual priority. It begins with outstanding keynote speakers, including Helen Alvare, Dr. Michael Naughton, Archbishop William Lori, Gloria Purvis and John Carr. An opening liturgy is celebrated by the local ordinary and Mass and prayer services are held daily.

Workshops provide insights into current HR issues and reap valuable SHRM and HRCI credits. The Awards banquet gives members the opportunity to celebrate leaders, visionaries and servant leaders among their peers. An exhibition offers attendees the chance to meet with a wide variety of vendors.



Helen Alvare



Dr. Michael Naughton



Archbishop William Lori



Gloria Purvis



John Carr

Consultation Services.

NACPA offers strategic guidance to help members navigate furloughs, job consolidations, reorganizations, pay freezes, salary structure changes, diocesan clergy personnel handbook development and reviews, personnel policies and procedures handbook and reviews and organizational audits. In addition, NACPA consultants can review an existing HR strategy and compensation philosophy and make suggestions for better aligning it with the changing environment. They also provide tools for managing pay and pay structures as well as management training, among other services.

In addition to the annual convocation and the popular consultation services, NACPA serves its members with certification programs, On Demand discussions and a webinar series, featuring top notch speakers. Everything is presented through the lens of the Church.

HR Primer Certificate for Those in the Church Workplace.

(New this year) HR directors have limited personnel and resources to support the increased needs throughout their arch/dioceses. Often the individuals in the parishes and schools who must address these issues have not had the opportunity to learn the fundamentals that will assist them in the ever-changing world of regulations. This program addresses key human resources disciplines, geared to our Catholic workplace. Participants learn basic principles and benefit from structured discussions and case studies. The program addresses diocesan priorities under the direction of the HR director.

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

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



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

Here's a place where members can meet with confidence via zoom to discuss challenges and solutions. A recent topic focused on welcoming international clergy, women religious and lay employees into the diocese, religious community and/or parish.

Webinars.

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



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A Brief History of the National Association of

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

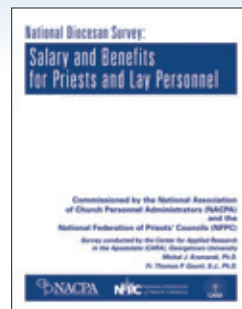
Just Treatment: Vision and Reality

Personnel Ministry: Open to the Future
Stewardship: The Meeting of Gospel and Management

New Wine, New Wineskins

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 1998 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 Liaison—a position that he held for 17 years. The convocation met in Orlando in 2002. Carol Fowler was the new president. The NACPA Leadership Award was bestowed on The National Pastoral Life Center. The association created Standards for Workplace Justice.

2005–2014

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



NACPA celebrated its 35th anniversary in St. Louis.

Church Personnel Administrators

2015–2017

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



Dr. Regina Haney became the new Executive Director.

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



Nashville was the 2017 convocation site.

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

2018–2019

Niagara Falls in the Diocese of Buffalo was the site of the 2018 convocation. Carol Fowler received the Vision Award and Archbishop Gregory Aymond, Bishop of New Orleans, became the Episcopal Moderator. The Certificate Program for Those Moving from Secular to Church HR Responsibilities was launched. It has become an important initiative in strengthening current and future HR leaders in our Church.



Niagara Falls was the 2018 convocation site.

Focusing on the strategic plan and responding to member surveys and recommendations, NACPA moved forward in 2019. San Antonio played host to the convocation. New awardees were saluted for their vision, leadership and service to NACPA. Ed Isakson was the recipient of the Vision Award. An additional honor recognized those who created the Certificate Program.

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



Thanks to Board members committed to growing the membership, new recruits were added in several arch/dioceses. The third season of the webinar series premiered with a fifth presentation added. Consultation services were expanded, with seasoned new consultants joining our highly respected team.

2020–2022

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

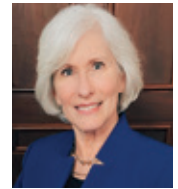


In 2021 the association introduced NACPA OnDemand for Today's Church HR Issues. The program has supported members as they have addressed ever evolving issues in the workplace. The Archdiocese of Miami partnered with NACPA to create Introduction to Human Resources in the Church Workplace, a six-week course



Bishop Edward J. Weisenburger

providing a foundation knowledge base for parish and school employees. NACPA moved forward to create a vibrant virtual convocation with a live opening prayer service with Archbishop William E. Lori at the Basilica of the Assumption. NACPA's new episcopal moderator, Bishop Edward J. Weisenburger, Bishop of Tucson, gave the closing prayer.



Maureen Fontenot



Mary Santi

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.



2023–2024

In 2023 the association presented its top honors to Mark Chopko (Vision); Rev. Eugene Pocernich (Leadership) and Mary Kessler (Outstanding Service). For the third time, delegates headed to Baltimore (1992, 2021–virtual) with a visionary theme: "Focus on the Future." Archbishop Lori celebrated the opening liturgy at the historic Basilica of the Assumption.



Mary Kessler

The popular *Parish Pay Manual*, new and improved, was published.

The Archdiocese of Miami received the Leadership Award, with a special salute to Archbishop Thomas Wenski and Lisa Pinto for pioneering the "Miami Project." The project, now named the HR Primer Certificate for Those in the Church Workforce garnered a Board award for Ricardo Serrano who is leading the certification initiative.



Ricardo Serrano

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



ASSOCIATION LEADERSHIP

THEN AND NOW

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Year Term Began	Name	Year Term Began	Name
1971	Rev. Daniel Johnson (Coordinator) Rev. Patrick Sullivan, CSC, (Coordinator)	1995	Sr. Frances Schumer, ASC
1974	Rev. Daniel Johnson	1996	Mrs. Charmaine Williams
1975	Rev. Jack Catoir	1997	Rev. Kevin Spiess
1978	Rev. Phillip Seher	1998	Mrs. Linda Bearie
1980	Rev. Joseph Graffis	1999	Ms. Kathleen Theriot
1981	Sr. Elizabeth Cashman, SC	2000	Rev. Paul A. Jaroszeski
1982	Sr. Barbara Garland, SC	2001	Ms. Carol Fowler
1983	Rev. George Crespin	2003	Mr. Thomas P. Conklin
1984	Rev. David McDonald	2005	Ms. Diane Bach
1985	Sr. Sheila Kelly, GNSH	2008	Sr. Joyce Soukup, SSJ-TOSF
1986	Mr. Eugene Hackbarth	2010	Ms. Terry Robinson
1987	Rev. J. Cletus Kiley	2012	Msgr. Patrick Pollard
1988	Sr. Elizabeth Wendeln, SCN	2014	Ms. Terri Wilhelm
1989	Rev. Donald Thimm	2016	Ms. Maureen Fontenot
1990	Deacon William Umphress	2018	Rev. Edward T. Pratt
1991	Mrs. Mary Kessler	2020	Ms. Elizabeth Allen
1992	Mr. Thomas P. Schroeder	2022	Ms. Eileen Cull Valdez
1993	Rev. Robert J. Bussen	2024	Ms. Annabelle Baltierra
1994	Mr. William J. Coy		

NACPA Episcopal Liaisons and Moderators

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

NACPA Executive Directors

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

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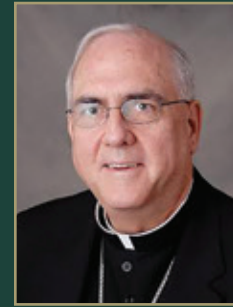
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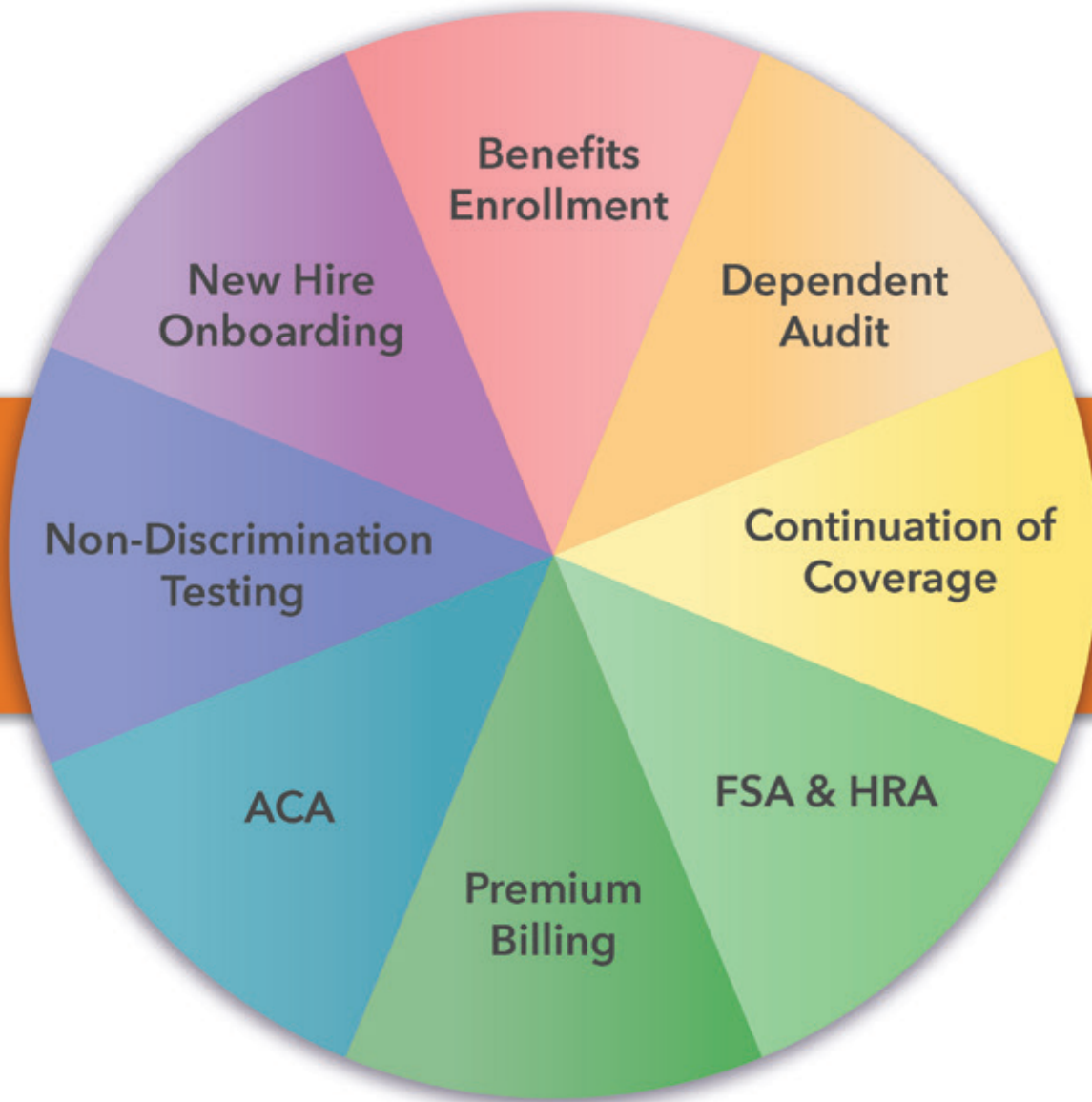
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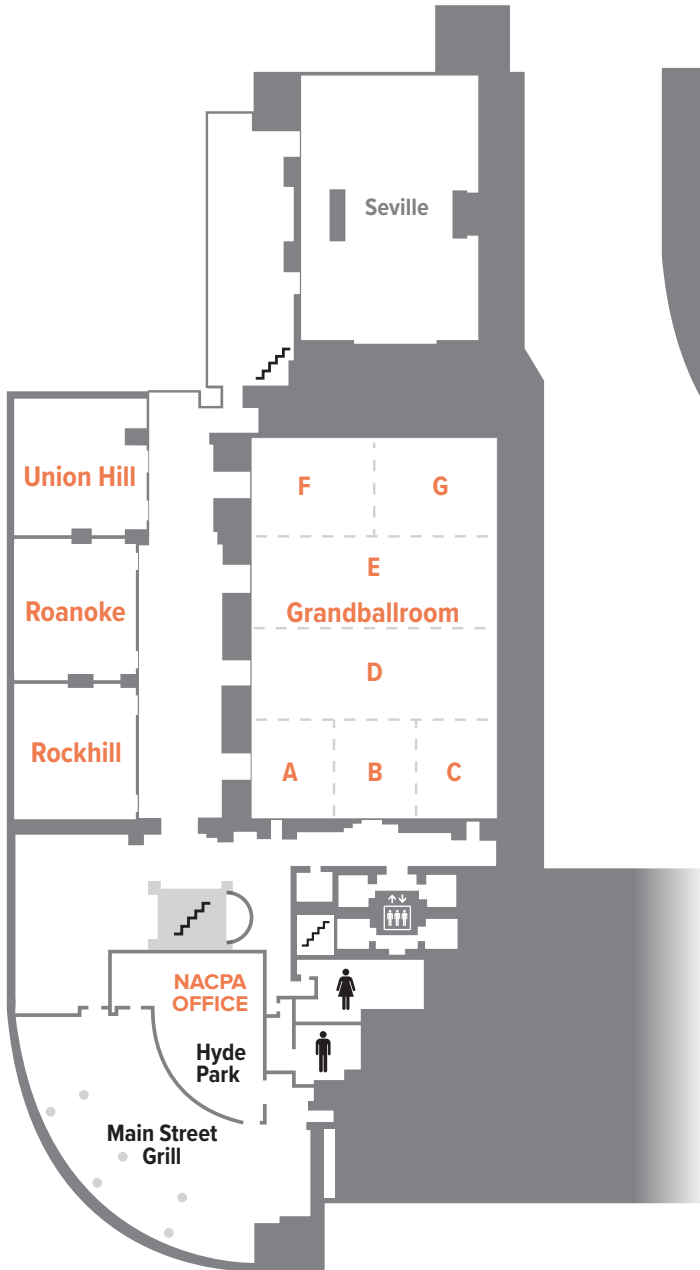
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Church HR in the Heartland of America

MEETING ROOMS

SECOND FLOOR



THIRD FLOOR



NACPA Convocation 2024: SCHEDULE AT A GLANCE

SUNDAY, APRIL 14	
11:30 a.m. – 12:30 p.m.	KC Fun Trolley Tour
2:00 – 3:00 p.m.	New Member Orientation - Open to Members, Meet the NACPA Board and new NACPA Friends Location: Union Hill
3:00 – 4:00 p.m.	HR Certificate Reunion Location: Union Hill
5:00 – 6:00 p.m.	OPENING LITURGY Location: Visitation Parish Celebrated by Bishop Johnston Transportation provided at 4:00, 4:20 and 4:40 p.m.
6:30 – 8:00 p.m.	Social and Opening Ceremony Location: Plaza Terrace
MONDAY, APRIL 15	
7:00 – 8:30 a.m.	Continental Breakfast Location: Exhibit Hall
7:00 – 7:30 a.m.	Daily Liturgy Location: Grand Ballroom F
8:00 – 8:30 a.m.	Morning Prayer – Arch K Led, Cantor/Music Location: Grand Ballroom ABCDE
8:30 – 10:15 a.m.	OPENING PLENARY: Mark Kamp — Opportunity Rocks! Be a Rock Star in Business and Beyond! Location: Grand Ballroom ABCDE
10:15 – 11:30 a.m.	BREAK Location: Exhibit Hall
11:30 – 1:00 p.m.	CONCURRENT BREAKOUTS 1
	101 Addressing Boundry Violations Location: Rockhill
	102 Spinning the HR Wheel of (mis)Fortune - Round 2 Location: Roanoke
	103 Catholic Social Teaching in the HR Workplace Location: Union Hill
1:00 – 2:30 p.m.	Member Lunch / NACPA Meeting Location: Grand Ballroom ABCDE
2:30 – 2:45 p.m.	BREAK Location: Exhibit Hall
2:45 – 4:15 p.m.	CONCURRENT BREAKOUTS 2
	201 The Future of HR Leadership in Diocese / Archdiocese / Religious Order Setting Location: Rockhill
	202 What Makes Church Management So Different? Hint - Not a Lot, but more than a Little... Location: Roanoke
	203 Catholic Identity - Employee Benefit Plans - Navigating Healthcare Realities through a Catholic Lens - PANEL Location: Union Hill
5:00 – 6:00 p.m.	Thank You Kansas City! Happy Hour Location: Exhibit Hall
TUESDAY, APRIL 16	
7:00 – 8:30 a.m.	Breakfast Location: Exhibit Hall
7:00 – 7:30 a.m.	Morning Liturgy Location: Grand Ballroom F
8:00 – 8:30 a.m.	Morning Prayer Location: Grand Ballroom ABCDE
8:30 a.m. – 10:15 a.m.	PLENARY 2: Deacon Larry Oney — Discovering Your Divine Purpose Location: Grand Ballroom ABCDE
10:15 – 11:30 a.m.	Book Signing by Deacon Oney Location: NACPA Registration Desk and BREAK Location: Exhibit Hall
11:30 – 1:00 p.m.	CONCURRENT BREAKOUTS 3
	301 Workplace Crisis Management, Conflict Resolution and Navigating Extreme Change Location: Rockhill
	302 Providing a Culture of Health and Wellness: Best Practices for Lay and Religious Employees Location: Roanoke
	303 DOL Audits - How to Avoid Them & How to Handle Them Location: Union Hill
1:00 – 2:30 p.m.	Free Time, Lunch not provided. See App for Area Restaurants. Free Hotel Shuttle to Country Club Plaza available
2:30 p.m.	<i>Exhibit Hall Closes</i>
2:30 – 4:00 p.m.	CONCURRENT BREAKOUTS 4
	401 AI in the HR World Location: Rockhill
	402 Judging Humans with no Judgement: Creating a Better Performance Review System Location: Roanoke
	403 The Department of Labor's Proposed Rule: : What you Need to Know and What You Can Do Now Location: Union Hill
4:00 – 4:15 p.m.	BREAK Location: Exhibit Hall
4:15 – 5:45 p.m.	THREE ROUNDTABLES — (Attendance in one is mandatory to receive full recertification HRCI/SHRM credits)
	Discussion 1 - Compensation Location: Rockhill
	Discussion 2 - Wellness Location: Roanoke
	Discussion 3 - Disaster Preparedness Location: Union Hill
5:45 p.m.	<i>Sessions Conclude</i>
6:30 – 7:00 p.m.	Social Location: Grand Ballroom ABCDE
7:00 – 9:00 p.m.	Closing 2024 Awards Banquet Location: Grand Ballroom ABCDE
9:30 – 11:30 p.m.	Karaoke After Party Location: Grand Ballroom Cash Bar

Convocation Adjourned — Thank You! — See You in 2025!



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