

NACPA 2008 Annual Report



The National Association of Church Personnel Administrators (NACPA) originated in 1970 by the National Federation of Priests' Council (NFPC), is a national Catholic organization serving clergy, religious congregations of women & men, dioceses, parishes and other church-related organizations.

NACPA's Vision Statement:

- The Church will model to the world employment relationships that promote human dignity.
- Those employed by the Church will participate in decisions that affect them and they will receive just compensation.
- NACPA's members, board and staff will be leaders in providing quality standards of effective human resources practice, education and service.



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Mission Statement

The National Association of Church Personnel Administrators advocates for workplace justice rooted in Gospel values.

To accomplish our mission we:

- promote comprehensive church personnel systems which integrate Catholic social teaching and sound management principles;
- strengthen working relationships among church leaders, ministers and employees;
- develop church personnel and human resource skills and competence;
- identify and address church and societal issues which affect the Church in its role as employer.

Program Services

NACPA continues to be responsive to the needs of dioceses, religious communities, parishes and church-related organizations through workshops, audits and consultations. These services are designed to meet the needs of our members. A summary of services delivered in 2007/2008 are listed here.

Workshops:

- 1 Personnel Program for Pastors & Business Administrators

Consultations:

- 9 Administrative & Organizational Audits
- 4 Executive Search Services
- 9 Compensation Studies
- 5 Lilly Consultations
- 13 Pay Rate Updates
- 3 Outsourced HR
- 3 Surveys

Publications:

NACPA publications released or updated in 2007/2008

- National Diocesan Salary Survey 2007 - 2008
- Salary Survey of Catholic Charities Agencies 2007 - 2008
- Religious Institute Staff Compensation Survey 2008
- The Labor is Worthy of His Hire 2008

NACPA Membership

Dioceses	306
National Associations	18
Parishes	210
Religious Congregations	232
School, Renewal, Retreat Centers	24
Social Services, Cemeteries	6
Other	4

**National Association Church Personnel Administrators
2007/2008 Financial Report**

Statement of Operations 2007/2008

Statement of Financial Position

ASSETS	
Cash	193,799
Investments	196,674
Accounts Receivable	84,218
Inventory-Publications	7,889
Prepaid Expense	5,322
Fixed Assets	8,374
Pre-paid Insurance	4,477
Total Assets	500,753
LIABILITIES & EQUITY	
Accounts Payable	7,747
Deferred Revenue:	
Memberships	55,319
Consultations	41,153
Accrued Vacation Payable	12,934
Payroll Liabilities	14,580
Total Liabilities	131,733
EQUITY	
Operating Reserve Fund	305,595
Capitol Fund Balance	1,946
Grant Projects Fund Balance	61,479
Total Equity	369,020
Total Liabilities & Equity	500,753

INCOME	
Memberships	109,254
Convocation	85,402
Consultations	266,875
Workshops	2,580
Publications	41,492
Investment Income	10,114
Gain/Loss On Investments	(13,271)
Miscellaneous Donations	5,732
Total Income	508,178
EXPENSE	
Personnel Expense	251,595
Operating Expense:	
Memberships	2,658
Convocation	7,020
Consultations	51,327
Workshops	2,239
Publications	10,588
Administration	41,541
Boards & Committees	10,018
Total Operating Expense	125,391
Total Expense	376,986
Net Income	131,192

**NACPA Board of Trustees
2007/2008**

Ms. Diane L. Bach, President*
Director of Human Resources
Sisters, Servants of the Immaculate Heart of Mary
Monroe, MI

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Sisters of St. Joseph, TOSF, Garfield Heights, OH

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Archdiocese of Chicago, Chicago, IL

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Human Resource Manager
USCCB, Washington, DC

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Director of Administration & Stewardship
St. Ann Catholic Church, Bartlett, TN

Rev. Pat Pollard (2/08-4/09)
Catholic Cemeteries
Archdiocese of Chicago, Chicago, IL

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Director of Benefits,
Archdiocese of Boston, Brighton, MA

Ms. Terry Robinson
Director of Human Resources
Diocese of Nashville, Nashville, TN

Executive Director
Mary Jo Moran, PhD
Executive Director
NACPA, Cincinnati, OH

Episcopal Liaison
Most Rev. David A. Zubik, V.G.D.D.
Bishop, Diocese of Pittsburgh
Pittsburgh, Pennsylvania

* Denotes Executive Committee

**NACPA Committees of the Board
2007/2008**

Awards Committee:

- Mrs. Rita Guild
- Mr. Louis Martin
- Rev. Patrick Pollard
- Ms. Terry Robinson, Chair

Strategic Planning Committee:

- Mr. Robert Marczynski, Chair
- Full Board

Finance Committee:

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- Ms. Diane Bach
- Mr. Chris Cannova
- Ms. Linda Cellini
- Sr. Imelda Gonzales, CDP
- Ms. Mary Cortese

Personnel/Compensation Committee:

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- Ms. Linda Hunt
- Ms. Mary Regan

National Office Staff

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Executive Director

Mrs. Judith Chalfant
Accountant/Technology Coordinator

Mr. Bill Daly, SPHR
Surveys Director

Mrs. Hope Manser
Administrative Assistant

Mrs. Charlene Sanders
Administrative Assistant