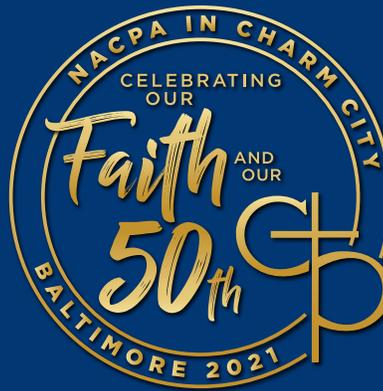
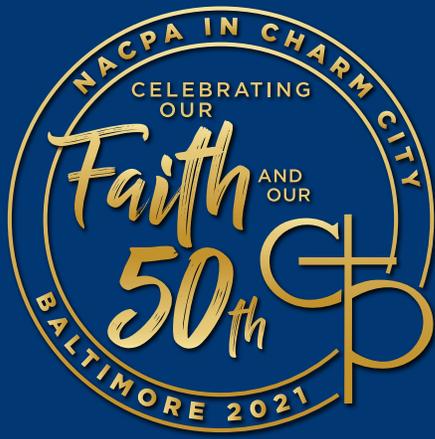


**50th Annual  
Convocation:**  
**April 26-28, 2021**  
**BALTIMORE (Virtual)**



**NACPA**  
National Association of Church Personnel Administrators





# 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 Baltimore

Archbishop William E. Lori  
Rev. Louis Bianco  
Rev. James Boric, Rector  
Dr. Ximena DeBroeck  
Christopher Gunty  
Donna Hargens  
Christian Kendzierski  
Julie Males  
Lauren Robinson  
James Sallinger  
Joseph Smith

## Monday Morning Prayer Service

Archdiocese of Baltimore  
Archbishop William E. Lori  
Basilica Quartet

## Morning prayers

Archdiocese of Baltimore  
Julie Males

## The NACPA Convocation Committee

Maureen Fontenot  
Jillian Green  
Regina Haney  
Barbara Keebler  
Lisa Pinto  
Rev. Edward T. Pratt  
Jessica Randazzo  
Melissa Salinas  
Leigh Scarboro  
Joseph Smith  
Eileen Valdez - Chair  
Terri Wilhelm

## Entertainment

Notre Dame Preparatory School

Design by  
Katherine Kremer Design, Inc. Katherine Kremer,  
Printing by  
District Creative. William Van Wie, Vice President



BASILICA OF THE ASSUMPTION

NATIONAL ASSOCIATION OF CHUR

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## SHRM/HRCI Credit Overview



This activity has been approved for recertification 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](http://www.hrci.org).



NACPA 2021 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>

*Please check the online convocation program at [www.nacpa.com](http://www.nacpa.com) for the final recertification credit hours.*



Roman Catholic  
**Diocese of Tucson**

Office of the Bishop

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

April 26, 2021

To all members of NACPA,

I extend my warmest congratulations on your 50th anniversary. As your new Episcopal Moderator, I was pleased to learn that you are gathering—virtually—in the beautiful and historic Archdiocese of Baltimore to mark this splendid occasion.

Let me first extend greetings and gratitude to Archbishop William Lori for hosting NACPA, presiding at the opening prayer service and delivering a welcoming address from the extraordinary Basilica of the Assumption.

Archbishop Lori, I am grateful for this great sign of support for all our members who are serving our Church so faithfully. I also welcome to this meeting your archdiocesan leaders in schools and parishes who are joining us.

I salute the dedicated archdiocesan staff and the convocation committee who helped plan this meeting. Special thanks to Joe Smith whose support and leadership has been so vital to our success.

In addition to celebrating this golden anniversary, NACPA also will recognize several outstanding leaders at the closing awards ceremony. I congratulate Maureen Fontenot, Christine Hagen, Rev. Edward T. Pratt and Mary Santi for their service and commitment to our great association.

To all our delegates, I extend a message of thanks for your outstanding service to our Church. NACPA members in all our dioceses help develop good business practices; find and train talented and faithful staff and overall ensure justice in our workplaces. I am delighted that you are spending these convocation days increasing your knowledge, connecting with colleagues and praying together.

May God bless you abundantly,

*+ Edward J. Weisenburger*

Most Reverend Edward J. Weisenburger  
Bishop of Tucson





## ARCHDIOCESE OF BALTIMORE

320 CATHEDRAL STREET • BALTIMORE, MARYLAND 21201 • 410-547-5437 • FAX: 410-547-8234

April 26, 2021

Dear Friends in Christ,

Welcome to the Archdiocese of Baltimore for the National Association of Church Personnel Administrators' Annual Convention. I wish we could all be together personally during these days but, because of the ongoing pandemic, we have to meet virtually. When I welcome you to the Archdiocese of Baltimore this morning during prayer, I will be standing in a hallowed place: the beautiful Basilica of the National Shrine of the Assumption of the Blessed Virgin Mary. The Basilica is America's first Catholic cathedral and a Marian National Shrine.

My greeting also comes to you from the first Catholic diocese and archdiocese in the United States, established in 1789. Indeed, our Catholic faith has deep roots here, as Baltimore is the home of many firsts. Saint Elizabeth Ann Seton, the first American-born saint, founded the Catholic schools network in Baltimore. Mother Mary Lange, the founder of the Oblate Sisters of Providence (the first religious order for women of color), opened the first Catholic school for children of color just blocks from the Basilica.

I am deeply grateful that the National Association of Church Personnel Administrators has chosen the Archdiocese of Baltimore as the place to mark its 50<sup>th</sup> anniversary. Although your presence is virtual, I urge you to explore the in-person elements of the meeting that will further connect you with both your colleagues and this historic city.

I appreciate NACPA's fundamental mission to ensure that Gospel-based values permeate the workplace and that employees are treated with dignity and justice. On behalf of my fellow bishops, I extend my gratitude for your gifts of time and talent to our dioceses nationwide – gifts that have been especially appreciated during the past complex year.

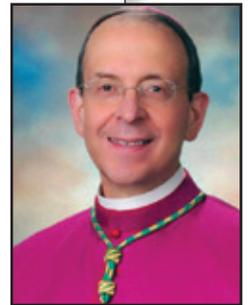
In a recent pastoral letter, I urged readers to refocus the eyes of our souls on "the true light that enlightens everyone coming into the world" (JN 1:9). Christ is the only light that guides us, not only on our journey through life, but indeed on our journey from time to eternity.

In that spirit, I pray that you will walk in the light of the Lord during these convocation days and in all the days that follow.

Again, welcome to the Archdiocese of Baltimore and I look forward to praying with you during the opening prayer service.

Faithfully in Christ,

Most Reverend William E. Lori  
Archbishop of Baltimore





April 26, 2021

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,

Here we are in Baltimore—virtually of course. I extend a warm greeting to you all. It is a particular joy to welcome you to celebrate our 50th anniversary, a wonderful benchmark for NACPA as we continue our pursuit of justice in the workplace.

Innovation and collaboration have been the essential elements of this meeting. In particular I salute the Baltimore archdiocesan leaders with whom we have worked and especially Joe Smith, Executive Director of Human Resources, who has endeavored to make this jubilee a great celebration in a historic archdiocese.

This convocation, unprecedented in our history, is using the best technology, blended with live prayer services, panel discussions and Q&A to produce a vibrant and informative program. It builds on our experience last year when the association did a remarkable pivot, switching an in-person meeting to a Virtual Exhibit Hall (VEH). This gave members an opportunity to network and meet with 20 key vendors. (Best of all, we negotiated a return to the planned 2020 site, Albuquerque, for NACPA 2022, May 1-3.)

After a complex year, I hope these three days will be a time for both renewal and reflection. As always, the NACPA board extends a note of gratitude for your exceptional work in dioceses nationwide. Your leadership and support make celebrating our “Faith and Our Fiftieth” a reality.

Sincerely,

Elizabeth Allen, SPHR, SHRM-SCP  
Chair, NACPA Board of Directors



April 26, 2021

Dear Delegates, NACPA members, Sponsors, Exhibitors and Colleagues in the Archdiocese of Baltimore.

“Faith and Our Fiftieth” is the great theme that marks our meeting this year. We had anticipated that you all would set foot in Baltimore, the first diocese in our nation and a treasure trove of landmarks in Church history.

Today we are endeavoring to bring the archdiocese to you, beginning with a Welcome and Prayer Service with Archbishop William Lori, live from the beautiful Basilica of the Assumption. We are grateful to the Archbishop and the exceptional archdiocesan leadership for all their support.

As we begin this convocation, I also want to recognize and thank Bishop Edward Weisenburger, Bishop of Tucson, our new Episcopal Moderator. We are honored that the bishop will join us live on Wednesday for closing remarks and a final prayer.

As you review this program, please take a moment to check out the historical overview of the association. During the past 50 years, NACPA has made remarkable strides in promoting justice in the workplace. In recent times we have launched an informative webinar series, a certificate program for newcomers to Church HR and NACPA On Demand—among other benchmarks.

I am particularly proud of the publication of *Just Treatment for Those Who Work for the Church*. Our goal is to have this seminal revised edition in every HR diocesan office across the country.

As we celebrate this golden anniversary, I thank you for your ongoing support and leadership. It is an honor for me to represent you and your vital ministries.

Sincerely,

Regina Haney, Ed.D.  
Executive Director  
NACPA

## Plenary Sessions

**MONDAY, APRIL 26, 2021 | 10:30 AM-12:00 PM | All times are Eastern Daylight Time**



### GLORIA PURVIS

#### Evangelizing in the Workplace

The temperature on discussing the faith has risen considerably. No longer is it simply about knowing the creed or explaining Catholic customs. In the age of discordant politics and divergent media reports, it is imperative to frame these matters not in secular terms but in the light of the faith. Is it possible to talk about the faith in a way that attracts instead of alienates? How should we engage in these matters of the faith in a workplace setting?

**ABOUT THE SPEAKER.** Gloria Purvis is a graduate of Cornell University and has extensive experience in living and witnessing to faith in corporate America as well as in parishes and in the public eye. She is a writer, and an experienced TV and radio show host as well as an advocate for the dignity of the human person from the womb to the tomb, religious liberty, marriage, and racial justice.

**TUESDAY, APRIL 27, 2021 | 10:30 AM-12:00 PM | All times are Eastern Daylight Time**



### DONNA HECKLER

#### And Then God Gave Me a Time-Out

We all live crazy, busy lives. So did global corporate executive, Donna A. Heckler. Big companies, big travel, big responsibilities had her constantly on the go, until she was forced into two significant "time-outs," a freak leg injury quickly followed by stage 3 cancer. Facing 12 surgeries in 18 months, Donna had no choice but to sit, quietly, with God.

With a knack for storytelling, Donna shares what she learned from her time-outs with God. Her story reminds us that in the midst of our "crazy-busy" lives, in the midst of our darkness, we need to take time for God. We need to be present to those around us. We need to allow our inner, God-given radiance to shine through. As we move forward into the future, we need to have the courage to not only take time for God, but also encourage those in our organizations to do the same.

**ABOUT THE SPEAKER.** Donna A. Heckler is a global marketing executive who has been blessed with a prominent career leading the marketing for companies with names you know. A recognized thought leader in brand and marketing strategy, her most recent book is entitled *Marketing God: Inspired Strategies for Building the Kingdom*. It was released August 2019 by *Our Sunday Visitor*. Ms. Heckler is an inspirational Catholic speaker, acclaimed author and marketing advisor.

**WEDNESDAY, APRIL 28, 2021 | 10:30 AM-12:00 PM | All times are Eastern Daylight Time**



### MICHAEL NAUGHTON

#### True Leadership in the Church: Integration of the Active and Contemplative Life

If we are to get work right, we have to get leisure right. As easy as this may sound, it is particularly difficult because we so often compartmentalize our lives between faith and work, public and private life and body and soul. True leadership in the Church requires from administrative leaders the integration of what the Catholic tradition calls the active and contemplative life. This presentation will draw upon the Church's vision of the relationship between work and rest and how this relationship can help us participate more fully in the leadership of Christ.

**ABOUT THE SPEAKER.** Dr. Michael Naughton is the director of the Center for Catholic Studies at the University of St. Thomas (Minnesota) where he holds the Koch Chair in Catholic Studies. Dr. Naughton is the author, co-author and co-editor of 12 books and monographs and more than 60 articles. His two most recent books are *What We Hold in Trust: Rediscovering the Purpose of Catholic Higher Education* (2021 coauthored) and *Getting Work Right: Labor and Leisure in a Fragmented World* (2019). He serves on multiple boards including as board chair for Reell Precision Manufacturing, which has plants and offices in the US, Europe and Asia and the board of trustees at the University of Mary and Catholic Eldercare.

## How To Join the Virtual Convocation

1. Open your email from [nacpa@nacpa.org](mailto:nacpa@nacpa.org) titled "Invitation to the NACPA 2021 Celebrating Faith and Our 50th"

Partial / Baltimore Principal Registrants:

**CLICK Register on the Live Site**

*Partial Registrants must choose their three breakout sessions here*

**CLICK Next** then **Submit**. Then return to the email.

2. **CLICK Join the Live Event**

3. Enter your name and email to request a verification code

4. Check email and copy and paste your code and **SUBMIT**

Main Lobby – View today's sessions, Speaker Books, Tour and Learn about Baltimore

All Sessions – View the entire event

My Schedule – All added sessions and events will appear here

Exhibitors – View all Exhibitor Booths

Sponsors – View all partners and supporters of NACPA

Game – Learn the rules and track your points here

Have questions? Email Jessica at [jrandazzo@nacpa.org](mailto:jrandazzo@nacpa.org)

## Program and Workshops

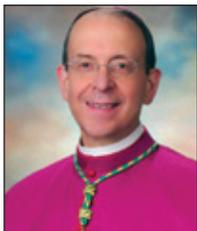
### WEDNESDAY, APRIL 21 | All times are Eastern Daylight Time

3:00 – 4:00 p.m. New Members Orientation

4:00 – 5:00 p.m. Convocation Opening: Ceremony and Happy Hour

### MONDAY, APRIL 26 | All times are Eastern Daylight Time

9:30 – 10:25 a.m. Opening Prayer and Welcome:



**Most Reverend Archbishop William E. Lori**, Bishop of the Archdiocese of Baltimore. Archbishop Lori will appear live from the beautiful Basilica of the Assumption, the first cathedral in the United States.

10:30 a.m. – 12:00 p.m. **PLENARY SESSION I**  
Evangelizing in the Workplace  
**GLORIA PURVIS**

12:00 – 12:30 p.m. Break

12:30 – 1:00 p.m. Exhibit Hall (Live) with Raffles. *Visit Exhibitors for info and option to meet 1:1 within live rooms.*

### Session Tracks

This year NACPA is introducing session tracks to help delegates customize their convocation experience. Tracks include:



Hybrid  
Workplace



Wellness



Culture & Justice



101  
Insights



Pastor  
Relations



HR  
Management

# Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*



1:00 – 2:15 p.m.

## WORKSHOP SESSIONS 1



### **101** Track: **Wellness**

#### **Our Journey through Addiction in the Workplace (with live Q&A)**

Sarah Fogler, PHR, SHRM-CP, Diocese of Richmond

Addiction impacts every business, even the Church. Substance abuse is happening in our workplace(s), even if one ignores it. Whether at home or at work, employees who abuse alcohol and illegal or prescription drugs create significant issues for both employers and other employees, including:

- Lower job performance
- Missed deadlines
- Reduced productivity
- Higher medical and workers' compensation costs
- Greater absenteeism
- Increased risk issues

How can we use pastoral tools to educate employees on what addiction looks like? What options are there for getting help? How can we create a positive work environment where addiction and treatment options are understood and those who struggle are supported? What resources are needed in your workplace to support both the addicted and their loved ones?

#### **ABOUT THE SPEAKER.**

Sarah Fogler has an Ed.M. in Educational Administration and Training, and more than 25 years of experience in Human Resources roles in both corporate and non-profit organizations ranging from 15 to 30,000 employees. Her HR background includes training design and delivery, recruiting, benefits, HRMS and payroll and strategic organization and client management. Sarah currently works for the Diocese of Richmond where she is responsible for overseeing their HRMS & Payroll team responsible for 3,000 employees and \$100 million in overall payroll.



### **102** Track: **HR Management**

#### **Compensation Systems in a Church Environment: Challenges and Opportunities (with live Q&A)**

Mary Kessler, NACPA Consultant

The compensation system in your organization is one of your most important communication tools. It sends a message about your organization's mission, vision and values. Implementing a solid system helps recruit and retain qualified employees; increase and maintain morale and job satisfaction; reward and encourage peak performance; achieve internal and external equity and reduce turnover. This session will examine Gospel values about compensation systems and look at ways to find a balance between the needs of both the employer and the employee.

#### **ABOUT THE SPEAKER.**

Mary Kessler is a NACPA Consultant, who has more than 35 years of human resource experience in a Church environment. For 15 years Mary served as Director of Human Resources in the Diocese of Rochester. She also has served on the NACPA Board of Directors and is a past board president. For 10 years Mary was Director of Program Services for the association. In her current role as a consultant, Mary has conducted HR audits across the country to assess effective administration practices and organizational operations.

# Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*

1:00 – 2:15 p.m.



**103** Track: **Culture & Justice**

## **Communication in Change Management (with live Q&A)**

Terry Arya, Chief Marketing and Business Development Officer,  
Christian Brothers Services

A solid communications strategy is paramount in change management. Gain the knowledge and inspiration to advance your organization with effective change management communication.

This session will cover:

- The HR value of effective change communication
- Communicating during organizational change
- Creating a communications plan
- Sample change management communication template
- Delivery style and considerations
- Pitfalls to avoid in change management communication
- The roles of communication in management
- Opportunity to share your change management communication challenges for team feedback and input.

Help your organization’s change projects succeed with solid communication planning. Don’t miss this chance to build your change management communication skills.

### **ABOUT THE SPEAKER.**

**Terry Arya** is the Chief Marketing and Business Development Officer, 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. She has extensive sales consulting experience with small business owners, not-for-profits, tourism entities and municipalities. Terry is a work culture leader and has solid coaching experience in the areas of teamwork, accountability, time management, attitude, customer service, leadership, creativity, vision and management.



**104** Tracks: **101 Insights** | **Culture & Justice**

## **Managing Performance: Applying Discipline and Corrective Action (with live Q&A)**

Lisa Pinto, SPHR, SHRM-SCP, Senior Director of Human Resources,  
Archdiocese of Miami

In this session participants will learn remediation of performance as an effective tool in alignment with our Catholic principles; how to apply key principles for performance improvement and disciplinary discussions with employees; how to diagnose performance problems and apply interventions; how to draft an effective Performance Improvement Plan that involves the employee; when to apply discipline and corrective action and how to minimize legal exposure through documentation.

### **ABOUT THE SPEAKER.**

**Lisa Pinto** is the Senior Director of Human Resources for the Archdiocese of Miami. She has served the archdiocese for more than 20 years, the last decade as director of Human Resources in the Chancery. During the past 40 years, Lisa has worked in various capacities for the Church, including community services, teaching in educational institutions, family pro-life ministry and various volunteer roles in CCD.

## Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*

1:00 – 2:15 p.m.



**105** Track: **HR Management**

### **Developing Effective Employee Handbooks: 2021-2022 Critical Issues and Best Practices (with live Q&A)**

Meg Paul, SPHR, HR Consultant, Archdiocese of Cincinnati

Rob Reid, J.D., Director of Human Resources, Archdiocese of Cincinnati

This session will discuss the importance of developing and implementing a comprehensive and legally compliant employee handbook in the Church context. We will explore effective handbook design, best practices related to content, the Do's and Don'ts of employee handbooks (what to have and what not to have) and specific issues relative to non-profit and religious employment. Our discussion also will include the NLRB's June 2018 memorandum providing guidance on employee handbook rules. Lastly, we will touch on best practices regarding sound implementation and consistent application of an employee handbook, because these items are as important, if not more so, than the handbook content itself.

#### **ABOUT THE SPEAKERS.**

**Meg Paul**, has served as the HR Consultant for the Archdiocese of Cincinnati for the past seven years. Meg has more than 30 years experience in Human Resources and has a Bachelor's degree in Interpersonal Communication with a Minor in Personnel Management from the University of Evansville and a Master's degree in Religion from the Athenaeum of Ohio.

**Rob Reid**, Director of Human Resources, Archdiocese of Cincinnati, has served in that position for the past seven years. 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, Rob worked as an attorney in the private practice of labor and employment law for 20 years. Nearly half of that time in practice was spent representing the archdiocese in employment law matters.

2:15 – 3:00 p.m.

Exhibit Hall (Live) with Raffles. *Visit Exhibitors for info and option to meet 1:1 within live rooms.*



# Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*



3:00 – 4:15 p.m.

## WORKSHOP SESSIONS 2



**201** Track: **Culture & Justice**

### **Interactive Panel: Effective Use of Morality Clauses for Church Workplaces:**

Ed Isakson, PHR, Archdiocese of Indianapolis

Rob Reid, J.D., Archdiocese of Cincinnati

Mary Santi, JCL, MDiv, SPHR, SHRM-SCP, Archdiocese of Seattle

Many Church organizations are considering how to better articulate and achieve adherence to behavioral expectations for employees both at and away from work. These expectations often involve how both Catholic and non-Catholic employees act in accordance with the teachings of the Catholic Church, particularly in matters involving morality. This panel discussion will address the topic from various perspectives, and will include canon and civil law, policies, contracts, job descriptions and the process of accompaniment. *(Note: This session will not be recorded.)*

#### **ABOUT THE SPEAKERS.**

**Ed Isakson** is the Director of Human Resources for the Archdiocese of Indianapolis. In that position, Ed had implemented innovative programs to provide employee benefits that have been utilized by other dioceses. Ed is the recipient of NACPA's 2019 Vision Award.

**Rob Reid**, Director of Human Resources, Archdiocese of Cincinnati, has served in that position for the past seven years. Rob received his Juris Doctorate from the University of Cincinnati College of Law. Prior to joining the archdiocese, Rob worked as an attorney in the private practice of labor and employment law for 20 years.

**Mary Santi** is the Chancellor and Chief of Staff for the Archdiocese of Seattle and has overseen the Human Resources Office for the archdiocese since 1999 and has her SPHR and SCP certifications in that field. She earned a Masters of Divinity Degree from Seattle University in 1997, and her JCL in canon law from the Catholic University of America in 2006. Mary has conducted dozens of trainings for clergy and lay leaders on every facet of human resources. She has delivered multiple presentations at national conferences for organizations including NACPA which she also has served as a board and committee member.

## Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*

3:00 – 4:15 p.m.



**202** Track: **Pastor Relations**

### **Managing and Transitioning Clergy: Every Pastor and Parish Want to Get Off to a Great Start Together (with live Q&A)**

Tom Green, Gateways Pastoral Resources

This interactive session focuses on helping pastors, parish staffs and parishioners plan and experience great pastoral transitions and renewed parish life. The session uses proven yet flexible HR and management orientation practices customized for clergy and parishes. It details the “oxygen of the parish”—the four vital, easy-to-apply and often overlooked practices of the most effective transitions.

Participants will explore surprising research data and concrete ideas gathered from parish staff and parishioners about the needs, hopes and expectations of pastors during transitions.

They’ll also learn how pastors, parish staff and the parish community can get off to a great start together. Effective pastoral transition planning can produce a roadmap to helping pastors learn the critical needs and concerns of the parish and develop strong relationships among pastor, staff, parish leaders and parishioners.

#### **ABOUT THE SPEAKER.**

**Tom Green** is the owner of Gateways Pastoral Resources. During his 25 years of training, coaching and studying leaders, Tom has watched effective leaders struggle starting new jobs, often resulting in poor job performance and personal dissatisfaction. After creating successful management orientation programs, Tom now teaches core leadership and transitioning practices and tools to Catholic pastors, parish staffs and church leaders in transition. A trained coach and mediator, Tom is a practicing spiritual director and Stephen Minister.



SAINT ELIZABETH ANN SETON



MOTHER MARY LANGE, O.S.P.

## Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*

3:00 – 4:15 p.m.



**203** Tracks: **HR Management | Hybrid Workplace**

### **Managing, Recruiting and Onboarding in a Virtual Workplace (with live Q&A)**

Marian Enriquez, PHR, SHRM-CP, Director of Human Resources,  
Diocese of Phoenix

Bob Roper, Director of Human Resources, Diocese of Kansas City—St. Joseph

This session will share how two dioceses went from a complete paper-based onboarding process to a paperless and virtual onboarding process. Specifically, the presenters will relate best practices and how Paylocity's virtual onboarding processes has allowed them to provide a fully-virtual onboarding employee experience, which has been effective especially during the pandemic.

#### **ABOUT THE SPEAKERS.**

**Marian Enriquez** is the Director of Human Resources in the Diocese of Phoenix. She has served the diocese for two years and previously led successful HR/Talent Management for more than 20 years. An active advocate of continuous learning and lean concepts, Marian has established solid business relationships with outside agencies and municipalities. Her strong HR management background includes an emphasis in employee relations, employment law and corporate ethics and compliance.

**Bob Roper** is the Director of Human Resources, Diocese of Kansas City—St. Joseph. Prior to joining the diocese in 2013 as the third director in its history, Bob spent 27 years in corporate HR—an experience that he counts as invaluable or irrelevant, depending on the day. When Bob arrived in the diocese, a key goal was building HR skill sets in parishes. Keeping the basics right remains in the forefront while navigating the almost nonstop stimulus and recovery plans coming from Washington D.C., into a virtual workplace.



**204** Track: **Culture & Justice**

### **Church Personnel and Human Resources Skills and Gospel Values: The Biblical Foundation (with live Q&A)**

Fr. Donald Senior, C.P., President Emeritus of Catholic Theological Union

The linking of personnel and human resources skills with Gospel values is an affirmation of NACPA's mission statement. Is this spiritual rhetoric or a fundamental truth? This presentation will point to expressions of such Gospel values in key passages from the Gospels and Paul's Letters. The concern to infuse the structures of the Church with the characteristic values of Jesus' own teaching and ministry was a hallmark of early Christianity and makes the vocation of those who work for equity and mutual respect and care in the workplace a truly Christian ministry.

#### **ABOUT THE SPEAKER.**

**Fr. Donald Senior** is President Emeritus of the Catholic Theological Union in Chicago, where he also serves as Chancellor and Professor of New Testament. An author and popular speaker, Fr. Donald delivered the plenary presentation at the 2017 NACPA convocation.

## Program and Workshops

**MONDAY, APRIL 26** | *All times are Eastern Daylight Time*

3:00 – 4:15 p.m.



**101**

**205 Tracks: 101 Insights | HR Management**

### **Job Descriptions (with live Q&A)**

Alicia Corti, Director of Human Resources, Diocese of Tucson

Richard Serrano, NACPA Consultant and Former Director of Human Resources, Diocese of Tucson

A job description is invaluable in the workplace. It gives employees an understanding of the employer's expectation in a position and also emphasizes management's responsibility regarding the management of the employee. The job description is used as the source document during the recruitment for a position and for performance planning and evaluations. It also is useful in employee disciplinary situations.

#### **ABOUT THE SPEAKERS.**

**Alicia Corti** is the current Director of Human Resources for the Diocese of Tucson and has served the diocese for 17 years. Alicia was instrumental in developing and managing the diocese's standardization of payroll and benefit practices and policies to include the implementation of an integrated system for payroll, timekeeping and benefits.

**Richard Serrano** is the former Director of Human Resources for the Diocese of Tucson. He served on the NACPA Board of Directors for six years. As an encore during his retirement, Richard is a NACPA consultant, specializing in the development of job descriptions.

4:20 – 4:30 p.m.

**Let's Move: Health Break** Check out page 37 in the program for some quick exercises you can do at your desk or kitchen counter. *See online schedule for fun videos.*

4:30 – 5:00 p.m.

Exhibit Hall (Live) with Raffles.  
*Visit Exhibitors for info and option to meet 1:1 within live rooms.*

5:00 – 5:30 p.m.

### **Networking: Breakout Rooms based on HR Roles**

Take this networking opportunity to connect and mingle with old friends and new colleagues based on your HR roles within the Church.

When you join the zoom, please add Dio (Diocesan), Par (Parish), Rel (Religious), Chan (Chancellor), Fin (Finance) before your name so you are added to the breakout room of your choice.

#### **End of Day**

# Program and Workshops

**TUESDAY, APRIL 27** | *All times are Eastern Daylight Time*

10:00 – 10:25 a.m. Welcome and Prayer led by the Archdiocese of Baltimore

10:30 a.m. – 12:00 p.m. **PLENARY SESSION 2**  
And Then God Gave Me a Time-Out  
**DONNA HECKLER**

12:00 – 12:30 p.m. Break

12:30 – 1:00 p.m. Exhibit Hall (Live) with Raffles.  
*Visit Exhibitors for info and option to meet 1:1 within live rooms.*

1:00 – 2:15 p.m.

## WORKSHOP SESSIONS 3



**301 Track: HR Management**

### Succession Planning (with live Q&A)

Nanette Lowe, Executive Director of Human Resources,  
the Archdiocese of Washington

Creating a culture where strategic succession planning is a priority starts with the leadership of an organization. However, the development and implementation of a plan that is operational and aligned with the strategic vision of the organization is a collaborative effort between leadership and Human Resources. This session will explore the necessary components and rationale for succession planning in order to provide the helpful tools and information that will allow you to successfully partner with finance and the chancery in the development and implementation of an effective succession plan that identifies and fosters the next generation of leaders for a diocese or organization.

#### ABOUT THE SPEAKER.

**Nanette Lowe** is the Executive Director of Human Resources for the Archdiocese of Washington. With more than 23 years of experience in Administration and Human Resources, Nanette's expertise allows her to support pastors, parishes and schools in the archdiocese. Her experience and love for the Church brought Nanette to the archdiocese where her primary responsibility is to serve the Church and to promote a pastoral and human approach to caring for employees while also balancing the compliance and legal landscape. In addition to overseeing all aspects of Human Resources, Nanette implements Catholic Identity initiatives for the archdiocese.



## Program and Workshops

**TUESDAY, APRIL 27** | *All times are Eastern Daylight Time*

1:00 – 2:15 p.m.



**302** Tracks: **Hybrid Workplace** | **Culture & Justice**

### **Interactive Panel: Facilitating Difficult Conversations in a Virtual Workplace**

Annabelle Baltierra, SPHR, SHRM-SCP, Archdiocese of Los Angeles

Tina Kohrmann, Director of HR, Diocese of Bellevue

Kevin Loos, SPHR, CCP and CBP, Director of Human Resources,  
Archdiocese of St. Louis

Facilitating difficult conversations is never easy. The challenge can be even greater in a virtual workplace. Join the panelists for a discussion on how to successfully facilitate difficult conversations “through a screen.”

#### **ABOUT THE SPEAKERS.**

**Annabelle Baltierra** is Senior Director of Human Resources for the Archdiocese of Los Angeles. Prior to joining the archdiocese, she was a consultant with AB Consulting. Annabelle also has been a member of the adjunct faculty of LA Valley College for more than 16 years.

**Tina Kohrmann** is the Director of Human Resources for the Diocese of Belleville and has served in diocesan HR management for 20 years. Tina was a presenter during the 2018-2019 webinar series and more recently is a member of the NACPA On Demand Committee. She has been a NACPA member for as long as she has been with the diocese.

**Kevin Loos** has more than 30 years hands-on management experience in Fortune 500 and entrepreneurial companies. For the past 23 years he has served the Archdiocese of St. Louis as Managing Director of Human Resources. Kevin is highly skilled in strategic planning and negotiating.



BALTIMORE FEDERAL HILL PARK

# Program and Workshops

**TUESDAY, APRIL 27** | *All times are Eastern Daylight Time*

1:00 – 2:15 p.m.



**303** Track: **Culture & Justice**

## **The Role That Everyone Plays in Marketing God (with live Q&A)**

Donna Heckler, Author and Marketing Executive

We often seem to think that marketing efforts are to be done only by marketing or communication departments. But, that could not be further from the truth. The most effective marketing, of not only your organization, but ultimately, of God, is when everyone participates. In this workshop you will learn how everyone in your organization can support your efforts to communicate, share and market the important work you do in leading people to God.

### **ABOUT THE SPEAKER.**

**Donna A. Heckler** is a global-marketing executive who has been blessed with a prominent career leading the marketing for companies with names you know. A recognized thought leader in brand and marketing strategy, her most recent book is entitled *Marketing God: Inspired Strategies for Building the Kingdom*, released August 2019 by *Our Sunday Visitor*. Donna is an inspirational Catholic speaker and acclaimed author, and marketing advisor.



**304** Tracks: **Pastor Relations | Culture & Justice**

## **Speaking a Common Language with Our Pastors (with live Q&A)**

Lisa Pinto, SPHR, SHRM-SCP, Senior Director of Human Resources,  
Archdiocese of Miami

Carol Walters, Director of the Office for Extern and International Priests,  
Archdiocese of Chicago

By borrowing from a strategy to familiarize international priests with the staff of the parish, we can use a common language with our priests to assist them in understanding American culture and HR issues and concerns.

### **ABOUT THE SPEAKERS.**

**Lisa Pinto** is Senior Director of Human Resources for the Archdiocese of Miami. Lisa has worked for more than 20 years in Human Resources, the last nine directing HR at the Chancery of the Miami archdiocese. Over the past 40 years she has worked in various capacities for the Church, including direct community service, teaching in Catholic educational institutions, family and pro-life ministry and various volunteer roles in CCD.

**Carol Walters** is the Director of the Office for Extern and International Priests in the Archdiocese of Chicago. Her responsibilities include screening and interviewing external applicants and recommending their placement to the Priest Placement Board. Carol also coordinates orientation programs for parishes welcoming an international priest.

## Program and Workshops

**TUESDAY, APRIL 27** | *All times are Eastern Daylight Time*

1:00 – 2:15 p.m.



**101** **305** Tracks: **101 Insights** | **HR Management**

### **With These Uncertain Times, Will Employees Be Able to Retire Someday? (with live Q&A)**

Jim Ceplecha, Christian Brothers Services

The answer is yes, if employers offer employees the necessary tools to save for retirement. This session will provide a background on retirement plans, show ways to optimize the design of your plan, and discuss specifics that are related to Church organizations. Attendees will gain insight on ways to provide employees with the tools they need to save for retirement.

#### **ABOUT THE SPEAKER.**

**Jim Ceplecha** is the Managing Director of Retirement Planning Services for Christian Brothers Services. He has 38 years of experience working with Catholic organizations, with the last 30 of those years overseeing the defined benefit and defined contribution plans for CBS. He is a Fellow in the International Society of Certified Employee Benefit Specialists.

2:25 – 2:45 p.m.

NACPA Member Business Meeting: Treasurer’s Report and Introduction of candidates for the Board of Directors. Members also will vote.

2:45 – 3:15 p.m.

Exhibit Hall (Live) with Raffles. *Visit Exhibitors for info and option to meet 1:1 within live rooms.*

3:30 – 5:45 p.m.

Four Roundtable-Style Rooms on Hot Topics – An opportunity to share best practices.

### **End of Day**



BALTIMORE INNER HARBOR

# Program and Workshops

**WEDNESDAY, APRIL 28** | *All times are Eastern Daylight Time*

- 10:00 – 10:20 a.m. Welcome and Prayer led by the Archdiocese of Baltimore
- 10:20 – 10:30 a.m. **Let's Move: Health Break** Check out page 37 in the program for some quick exercises you can do at your desk or kitchen counter. *See online schedule for fun videos.*

10:30 a.m. – 12:00 p.m. **PLENARY SESSION 3**  
True Leadership in the Church:  
Integration of the Active and Contemplative Life  
**DR. MICHAEL NAUGHTON**

12:00 – 12:30 p.m. Break & Exhibit Hall (Live)

12:30 – 1:45 p.m. **WORKSHOP SESSIONS 4**



**401** Tracks: **Wellness** | **Culture & Justice**

## **Creating a Culture of Health and Wellness (with live Q&A)**

Elizabeth Allen, SPHR, SHRM-SCP, Diocese of Portland  
Carol Waring, Wellness Coordinator Diocese of Palm Beach

Have you always thought that wellness programs are too expensive and you just couldn't afford to do one? These presenters have news for you. Their session will explore some cost effective ways to offer wellness. You will hear the story of how the Diocese of Palm Beach started their program and some other ideas that will help you get a program underway.

### **ABOUT THE SPEAKERS.**

**Elizabeth Allen** is Director of Human Resources for the Diocese of Portland (Maine), a position she assumed in 2008. Liz has been in the HR field for more than 20 years and has spent most of her career in non-profit work. Liz is the president of NACPA.

**Carol Waring** is the Employee Wellness Coordinator for the Diocese of Palm Beach and has been in that position for 10 years. The diocese has been recognized as one of South Florida's Healthiest Employers by the South Florida Business Journal and Florida Blue. Carol brought more than 20 years of Human Resources experience with her when she joined the diocese.

## Program and Workshops

**WEDNESDAY, APRIL 28** | *All times are Eastern Daylight Time*

12:30 – 1:45 p.m.



**402** Tracks: **HR Managements | Culture & Justice**

### **Is There a Successful Way to Close a Parish or School? (with live Q&A)**

Sarah Fogler, PHR, SHRM-CP, Diocese of Richmond

This session will share a tried and true approach the Diocese of Richmond used to assist those impacted by the closing of a parish or Catholic school. The session will go through the process from the notification to employees of the decision to close to helping employees prepare to make a lateral move or to transition to new jobs or new fields.

Included in this workshop will be tips to help employees with job searches, setting career goals, writing a cover letter and resume, networking and interview skills.

#### **ABOUT THE SPEAKER.**

Sarah Fogler has an Ed.M. in Educational Administration and Training and more than 25 years of experience in Human Resources roles in both corporate and non-profit organizations ranging from 15 to 30,000 employees. Her HR background includes training design and delivery, recruiting, benefits, HRMS and payroll and strategic organization and client management. Sarah currently works for the Diocese of Richmond where she is responsible for overseeing their HRMS & Payroll team responsible for 3,000 employees and \$100 million in overall payroll.



**403** Track: **Culture & Justice**

### **Racism: Unintentional Bias in the Workplace (with live Q&A)**

Sherita Thomas, Global Associate Engagement Manager and Vice President, T. Rowe Price Associates, Inc.

We embrace the Church's teachings, which call us to combat the sin of racism. This session will explore the ways and offer practical solutions that will help build a welcoming community of faith, hope and love. The session also will discuss the impact of racism on our every day behavior on decision making.

#### **ABOUT THE SPEAKER.**

Sherita Thomas is the Global Associate Engagement Manager and Vice President, T. Rowe Price Associates, Inc. In this position Sherita's key areas of responsibility include global oversight for onboarding, recognition, feedback, giving and alumni operations. She also serves as the Interim Director for the Office of Black Catholic Ministries for the Archdiocese of Baltimore, focusing on developing concrete actions and sustained efforts to dismantle racism. Sherita has more than 15 years experience in developing and maintaining productive working relationships to advance diversity, inclusion and equity goals.



**404** Track: **Culture & Justice**

### **Just Treatment in the Workplace (with live Q&A)**

Mary Santi, JCL, MDiv, SPHR, SHRM-SCP,

Chancellor and Chief of Staff, Archdiocese of Seattle

Tiara Hatfield, Human Resources and Risk Management Coordinator,  
Diocese of Davenport

Jim Tometsko, Director of Human Resources, Diocese of Erie

# Program and Workshops

**WEDNESDAY, APRIL 28** | *All times are Eastern Daylight Time*

The new edition of *Just Treatment for Those Working in the Church* is a vital resource that has been acclaimed by Church leaders. The session will discuss the contents of *Just Treatment* including:

- The challenge of employers to be practical yet faithful to the Gospel within the understanding of what it is to be Church
- The mission of the Church and just treatment of employees
- The vital role Church human resources administrators play in creating the culture of the workplace
- Selected human resources practices and policy areas related to hiring, retaining, supervising and terminating Church employees

According to Archbishop Gregory Aymond, former NACPA Episcopal Moderator, “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.”

**ABOUT THE SPEAKER.**

**Mary Santi** is the Chancellor and Chief of Staff for the Archdiocese of Seattle and has overseen the Human Resources Office for the archdiocese since 1999. Mary has her SPHR and SCP certifications in that field. She earned a Masters of Divinity Degree from Seattle University in 1997 and her JCL in canon law from the Catholic University of America in 2006. Mary has conducted dozens of trainings for clergy and lay leaders on every facet of human resources. She has delivered multiple presentations at national conferences for organizations including NACPA, which she also has served as a board and committee member.

12:30 – 1:45 p.m.



**405 Tracks: 101 Insights | HR Management Culture & Justice**

**New Performance Management Strategies for a New Era of Work (with live Q&A)**

Kevie Mikus, SPHR, SHRM-SCP, Gallagher

COVID-19 necessitated businesses of all sizes and industries to move rapidly to a predominantly virtual workforce. With fewer day-to-day touchpoints between managers and their employees, organizations are facing the need to develop new strategies for managing performance in a virtual world.

Performance management has always been a challenge in person, and now that people are decentralized for the foreseeable future, it will bring more challenges – but it won’t be impossible. As organizations adjust, it is arguably more important than ever to work more closely with employees to manage uncertainty and performance expectations.

Given this new era of work, there is an increased need to keep employees connected, engaged and aligned to priorities paramount for success.

This session will discuss new strategies for performance management to provide:

1. Alignment to shifting organizational priorities.
2. Prioritization of work that delivers greatest value.
3. A focus on empathy, employee engagement and providing support for employees.

**ABOUT THE SPEAKER.**

**Kevie Mikus** is Gallagher Regional Leader, Human Resources and Compensation Consulting Practice. Kevie specializes in providing thought leadership and consultative support to organizations in the areas of human resource strategic management, employee engagement strategies and leadership development.

1:45 – 2:00 p.m.

Break & Live Exhibit Hall (closing raffles)

2:00 – 3:00 p.m.

Closing Awards Ceremony – Join us to celebrate our awardees and 50 years of NACPA!

**Convocation Adjourned — Thank You! — See you in 2022!**

## The NACPA 2021 Awards

### The NACPA 2021 Vision Award



**MAUREEN FONTENOT, PHR, SHRM-CP**

Chancellor and Human Resources Director | Diocese of Lafayette

This year the Board of Directors is pleased to bestow this honor on Maureen Fontenot. Maureen has been in the forefront of so many good things that have moved the association forward in recent years. She was part of the visionary team that relocated the national office and recruited a new executive director. She has served as NACPA president and has been an integral member of several committees. NACPA's Certificate Program for Those Moving to HR Responsibilities in a Catholic Workplace was Maureen's brainchild. In the Diocese of Lafayette, Maureen is a key leader as both the Chancellor and the HR Director.

### The NACPA Leadership Award



**FR. ED PRATT**

Pastor | Church of the Ascension | Kettering, OH

Fr. Ed Pratt was recognized with this award in gratitude for his long and distinguished service to the association. This relationship began in the 90s with his seven-year tenure as Director of Member Services. Fr. Ed has served as president of the association and helped facilitate NACPA's relocation from Cincinnati to the greater Washington D.C. area. A longtime board member, Fr. Ed has been a devoted and enthusiastic member on several committees. Fr. Ed frequently counsels leadership and provides a valuable corporate memory.

### The NACPA Service Award



**CHRISTINE HAGEN, SPHR, SHRM-SCP**

Director of Human Resources | Diocese of Manchester

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 Christine Hagen serve as a member of the Board of Directors, specifically as the treasurer of NACPA. She has been a frequent presenter on various topics at several convocations. Chris continues to share her time and experience generously to assist the association.

### The NACPA Service Award



**MARY SANTI, JCL, MDiv, SPHR, SHRM-SCP**

Chancellor/Executive Director of Human Resources | Archdiocese of Seattle

Mary Santi has provided outstanding service to NACPA as a member of the Board and several committees. On a regular basis, Mary gives generously of her time to provide sound advice and direction and serve as an ambassador for the association. Mary is a canon lawyer and serves as both Chancellor and Chief of Staff for the Archdiocese of Seattle and has overseen its Human Resources Office for 22 years. She has conducted dozens of trainings for clergy and lay leaders on every facet of human resources. Mary has delivered multiple presentations at national conferences for organizations including NACPA.

# 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.

## BOARD OF DIRECTORS

### Episcopal Moderator

**Bishop Edward Weisenburger**  
Diocese of Tucson

### President

**Elizabeth Allen, SPHR, SHRM-SCP**  
Director of Human Resources  
Diocese of Portland  
Portland, ME  
elizabeth.allen@portlanddiocese.org

### Treasurer

**Patricia Kerner**  
Director of Human Resources  
Diocese of Rockville Centre  
Rockville Centre, NY  
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### Deacon Clarence G. McDavid

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Archdiocese of Denver  
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### Eileen Cull Valdez, SPHR, SHRM-SCP

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## IMMEDIATE PAST-PRESIDENT

### Rev. Edward T. Pratt

Pastor  
Church of the Ascension  
Kettering, OH  
epratt@ascensionkettering.org

### Regina M. Haney, Ed.D. (ex officio)

Executive Director  
NACPA  
Alexandria, VA  
nacpa@nacpa.org

# Where in the USA is NACPA?

After almost three decades, NACPA is returning to Baltimore, the 30th most populous city in the United States with a population of almost 600,000. The association last convened there in 1992. The map below does double duty: it tracks past convocation locations and pinpoints consultation sites during 2020-21.

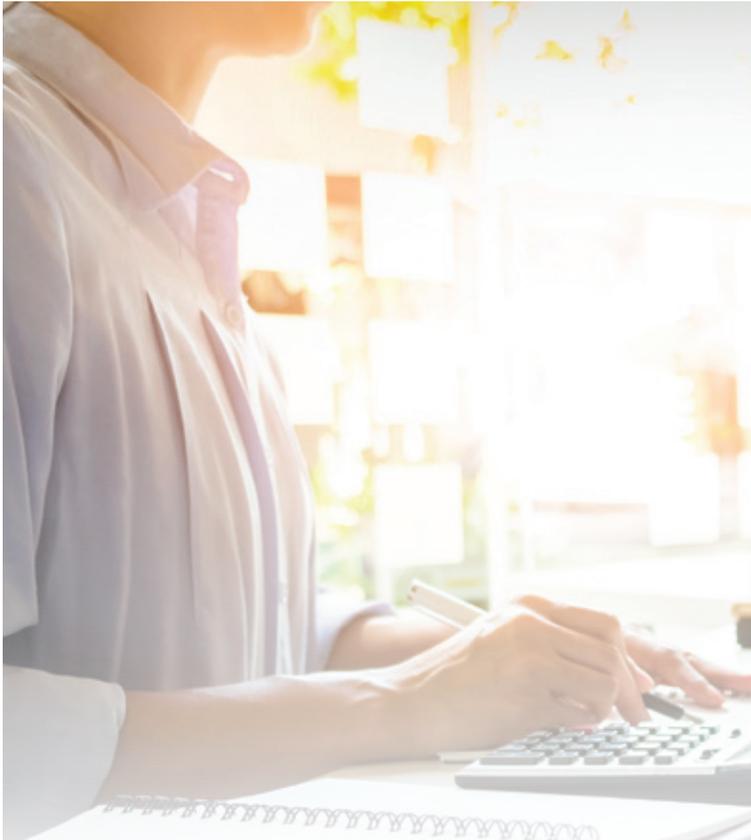


State	CONSULT	CONVOCATION
<b>Arizona</b>		
Phoenix	●	● 2003, 2014
<b>California</b>		
Oakland	●	● 1986, 1997
Los Angeles*	●	● 1990, 2005
<b>Colorado</b>		
Denver	●	● 2001
<b>Connecticut</b>		
Wilton	●	
<b>District of Columbia</b>		
Washington		● 2000
<b>Florida</b>		
Orlando		● 2002, 2008
Tampa		● 2012,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

State	CONSULT	CONVOCATION
<b>Kentucky</b>		
Maple Mount	●	
<b>Louisiana</b>		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994
Shreveport	●	
<b>Maryland</b>		
Baltimore		● 1992, 2021
<b>Michigan</b>		
Detroit	●	
Kalamazoo	●	
<b>Maryland</b>		
St. Paul		● 1991
<b>Missouri</b>		
St. Louis	●	● 1989, 2007
O'Fallon	●	
<b>New Mexico</b>		
Albuquerque		● 1993, 2020
<b>New York</b>		
Niagara Falls		● 2018
<b>Ohio</b>		
Cincinnati		● 2004
Columbus		● 1995
<b>Oklahoma</b>		
Oklahoma City		● 2016

State	CONSULT	CONVOCATION
<b>Oregon</b>		
Portland	●	
<b>Pennsylvania</b>		
Philadelphia		● 1988
Pittsburgh		● 1995
Scranton	●	
<b>South Carolina</b>		
Greenville		● 2015
<b>Tennessee</b>		
Nashville		● 2017
<b>Texas</b>		
Beaumont	●	
Dallas	●	
Fort Worth		● 1998
San Antonio		● 1995, 2019
<b>Wisconsin</b>		
Green Bay	●	
<b>El Salvador</b>		
San Salvador (CRISPAZ)	●	
<b>● Virginia NACPA National HQ</b>		
Alexandria	●	
1727 King Street, Suite 105, Alexandria, VA 22314		
<b>CANADA Ontario</b>		
Toronto		● 1988

# NACPA CONSULTATION SERVICES



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



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

**We can offer strategic guidance as you navigate:**

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

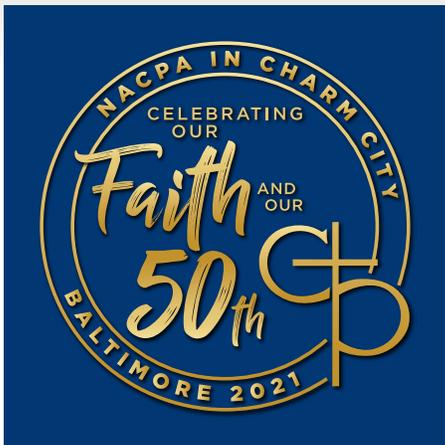
**Once you are ready to move forward, we can help by:**

- Reviewing the HR strategy and compensation philosophy and making suggestions for better alignment with the changing environment
- Examining the HR program and recommending ways to improve/simplify processes
- Providing tools for managing pay and pay structures
- Conducting internal pay equity analyses through a *Just Treatment* lens

## CONTACT US

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# A Brief History of NACPA



## 2018–2021

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

Focusing on the strategic plan and responding to member surveys and recommendations, NACPA moved forward in 2019. San Antonio played host to the convocation. New awardees were saluted for their vision, leadership and service to NACPA. Ed Isakson was the

recipient of the Vision Award. An additional honor recognized those who created the Certificate Program.

*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



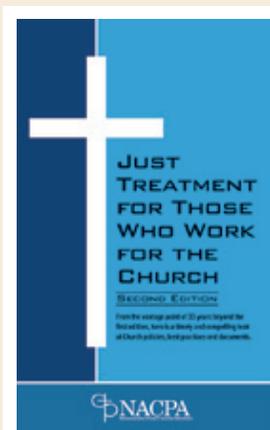
Maureen Fontenot,  
NACPA 2021 Vision  
Awardee



The NACPA Board of Directors pictured at the 2018 convocation in Niagara Falls.



Rev. Edward T. Pratt,  
former staff member in  
the 90s and association  
president in 2018



## 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

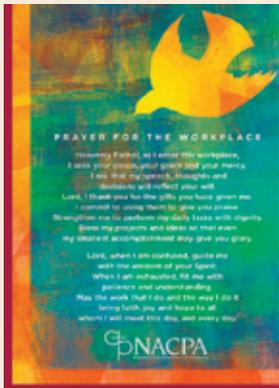
Parish job descriptions and pay manuals were developed. Rev. Edward T. Pratt, a current board member, served in the national office as a human resource consultant. The laity now dominated membership. In 1996 the 25th anniversary celebration was held in Chicago. In 1998,

with a fifth presentation added. Consultation services were expanded, with seasoned new consultants joining our highly respected team. 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 providing a foundation knowledge base for parish and school employees. NACPA also has moved forward to create a vibrant virtual convocation, scheduled

April 26-29 in the Archdiocese of Baltimore, site of the first U.S. diocese. The opening welcome and prayer service with Archbishop William E. Lori, Bishop of Baltimore, will be held in the beautiful Basilica of the Assumption, the first cathedral in the country. The closing prayer will be given by Bishop Edward Weisenburger, Bishop of Tucson and the new Episcopal Moderator. The 2021 Vision Award will be presented to Maureen Fontenot. 2021 promises to be a banner year for NACPA, with a yearlong celebration of the golden anniversary, culminating in Albuquerque for the May 1-3, 2022, meeting: "Taking It to New Heights: Justice in the Workplace."



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



*The Board of Directors moved the association to Alexandria, Virginia in the Greater Washington, D.C., area in 2015.*



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

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.

### 2015–2017

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.

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.

# 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 Crespin
1984	Rev. David McDonald
1985	Sr. Sheila Kelly, GNSH
1986	Mr. Eugene Hackbarth
1987	Rev. J. Cletus Kiley
1988	Sr. Elizabeth Wendeln, SCN
1989	Rev. Donald Thimm
1990	Deacon William Umphress
1991	Mrs. Mary Kessler
1992	Mr. Thomas P. Schroeder
1993	Rev. Robert J. Bussen

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

### NACPA 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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### **FRIEND** Contributions between \$250 and \$999

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For more information contact  
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# Welcome to NACPA 2022

May 1-3, 2022

**NACPA will head to Albuquerque for its 51st convocation—a city last visited 28 years ago. Please plan to attend and secure valuable SHRM and HRCI credits. Hear informative and compelling presentations from top leaders and practitioners. Network with colleagues—and enjoy the beauty of New Mexico's largest city, situated in the high desert.**



# THE ARCHDIOCESE OF BALTIMORE WELCOMES NACPA

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The Mother Mary Lange Catholic School will open in the fall of 2021. Mother Lange, O.S.P., was the founder of the Oblate Sisters of Providence, the first African American religious congregation.

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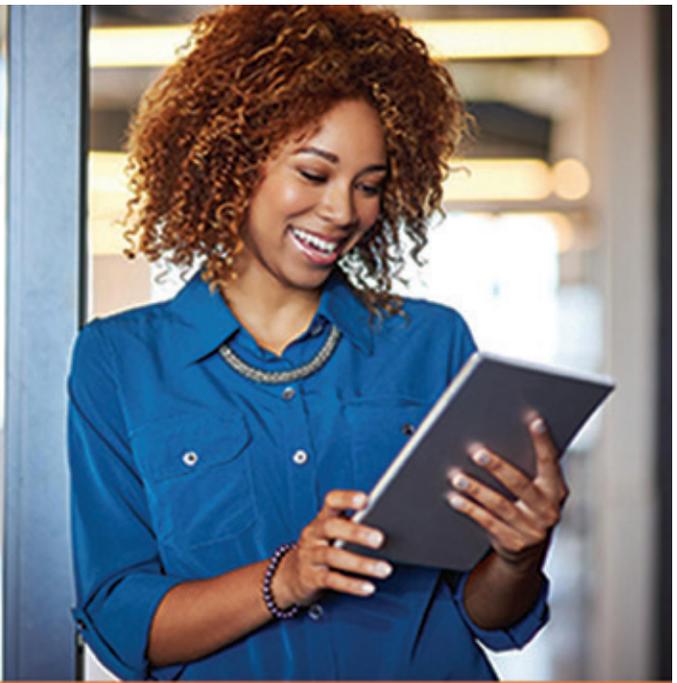


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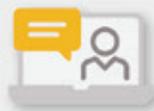
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## Let's Move: Health Break

### 1. Just stand up and sit down – no hands

You might have gotten a gold star in preschool for sitting still, but it just goes to show you (best sellers notwithstanding) that not all of us learned everything we need to know in kindergarten. If you stand up and sit down (over and over)—without using your hands—it can be a challenge. Do it while you're on the phone; no one will know.

### 2. Shrug your shoulders – to release the neck and shoulders

Inhale deeply and shrug your shoulders, lifting them high up to your ears. Hold. Release and drop. Repeat three times.

Shake your head slowly, yes and no. You might as well amuse yourself while you do it to relax even further. Ask yourself silly questions: "Is your boss an idiot?" Move your head up and down, "Yes, yes, yes." Side to side: "No. No. No." (Shedding tension is as much mental as physical.)

### 3. Loosen the hands with air circles

Clench both fists, stretching both hands out in front of you.

Make circles in the air, first in one direction, to the count of ten.

Then reverse the circles.

Shake out the hands.

### 4. Do leg extensions – work the abs and legs

Grab the seat of your chair to brace yourself and extend your legs straight out in front of you so they are parallel to the floor.

Flex and point your toes five times. Release.

Repeat.

<https://www.webmd.com/fitness-exercise/features/stretching-exercises-at-your-desk-12-simple-tips>

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 Health Benefit Services

**Jim Cephlecha**, Managing Director  
 Retirement Planning Services

**Karen Herba**, Director of Retirement  
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**Mathew Abraham**, VP  
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**Kathryne McGowan**,  
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**Melanie Takinen**, Assistant Director of the VIRTUS Programs

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# NACPA Convocation 2021: Schedule at a Glance – Times are in Eastern Daylight Time

<b>MONDAY, APRIL 19</b>		
Event Website Goes Live: Create your schedule, Explore the Exhibit Hall, Schedule Personalized Meet-Ups with friends and colleagues in your own Meet-Up Room.		
<b>WEDNESDAY, APRIL 21</b>		
3:00 – 4:00 p.m. ET	Orientation for New Members	
4:00 – 5:00 p.m. ET	Happy Hour & Opening of Exhibit Hall	
<b>MONDAY, APRIL 26</b>		
9:30 – 10:25 a.m. ET (8:30, 7:30, 6:30, 5:30, 3:30am)	Opening Welcome and Prayer from the Archbishop of Baltimore, William E. Lori <i>Recording will be available upon conclusion</i>	
10:30 a.m. - 12:00 p.m. ET	<b>Plenary Session I: Gloria Purvis—Evangelizing in the Workplace</b>	
12:00 – 12:30 p.m. ET	30 Min. Break	
12:30 – 1:00 p.m. ET	Exhibit Hall (Live) with Raffles. <i>Visit Exhibitors for info and option to meet 1:1 within live rooms.</i>	
1:00 – 2:15 p.m. ET	<b>Five Concurrent Breakout Sessions</b>	
	Our Journey through Addiction in the Workplace —with Live Q&A	Wellness
	Compensation Systems in a Church Environment: Challenges and Opportunities—with Live Q&A	HR Mgmt
	Communication in Change Management —with Live Q&A	Culture & Justice
	Performance Reviews: How to address poor performance —with Live Q&A	101 / Culture & Justice
	Developing Effective Employee Handbooks: 2020-2021 Critical Issues and Best Practices —with Live Q&A	HR Mgmt
2:15 – 3:00 p.m. ET	45 Min. Break & Live Exhibit Hall <i>Visit Exhibitors for info and option to meet 1:1 within live rooms.</i>	
3:00 – 4:15 p.m. ET	<b>Five Concurrent Breakout Sessions</b>	
	Interactive PANEL Effective Use of Morality Clauses for Church Workplaces. <i>(This session will not be recorded)</i>	Culture & Justice
	Managing Change, Transitioning Clergy —with Live Q&A	Pastor Relations
	Onboarding in a Hybrid/Virtual Office —with Live Q&A	101 / Hybrid Workplace / HR Mgmt
	Church Personnel and Human Resources Skills and Gospel Values: The Biblical Foundation —with Live Q&A	Culture & Justice / HR Mgmt
	Job Descriptions —with Live Q&A	101 / HR Mgmt
4:20 – 4:30 p.m. ET	Movement Session/Health Break	
4:30 – 5:00 p.m. ET	Exhibit Hall (Live) with Raffles. <i>Visit Exhibitors for info and option to meet 1:1 within live rooms.</i>	
5:00 - 5:30 p.m. ET (4, 3, 2, 1, 11am)	Networking: Zoom Breakout Rooms based on HR Roles <i>Connect with your colleagues from around the country</i>	
<b>TUESDAY, APRIL 27</b>		
10:00 – 10:25 a.m. ET (9, 8, 7, 6, 4am)	Welcome and Prayer from the Archdiocese of Baltimore	
10:30 a.m. - 12:00 p.m.	<b>Plenary Session II: Donna Heckler—And Then God Gave Me a Time-Out</b>	
12:00 – 12:30 p.m. ET	30 Min. Break	
12:30 – 1:00 p.m. ET	Exhibit Hall (Live) with Raffles. <i>Visit Exhibitors for info and option to meet 1:1 within live rooms.</i>	
1:00 – 2:15 p.m. ET	<b>Five Concurrent Breakout Sessions</b>	
	Succession Planning—with Live Q&A	HR Mgmt
	Interactive PANEL- Facilitating Difficult Conversations in the Workplace	Culture & Justice / Hybrid Work
	The Role that Everyone Plays in Marketing God —with Live Q&A	Culture & Justice
	Speaking a Common Language with Our Pastors —with Live Q&A	Pastor Relations / Culture & Justice
	With These Uncertain Times Will Employees Be Able to Retire Someday —with Live Q&A	101 / HR Mgmt
2:25 – 2:45 p.m. ET	<b>NACPA Member Business Meeting: Treasurer's Report &amp; Board Member Vote</b>	
2:45 – 3:15 p.m. ET	Exhibit Hall (Live) with Raffles. <i>Visit Exhibitors for info and option to meet 1:1 within live rooms.</i>	
3:30 – 5:45 p.m. ET (2:30, 1:30, 12:30p, 11:30, 9:30am)	<b>Four Roundtable-Style Rooms on Hot Topics</b>	
<b>WEDNESDAY, APRIL 28</b>		
10:00 – 10:20 a.m. ET	Welcome and Prayer from the Archdiocese of Baltimore	
10:20 – 10:30 a.m. ET	10 Min. Break	
10:30 a.m. – 12:00 p.m. ET	<b>Plenary Session III: Michael Naughton—Getting Work Right</b>	
12:00 – 12:30 p.m. ET	Exhibit Hall (Live) with Raffles. <i>Visit Exhibitors for info and option to meet 1:1 within live rooms.</i>	
12:30 – 1:45 p.m. ET	<b>Five Concurrent Breakout Sessions</b>	
	Interactive PANEL: Creating a Culture of Health and Wellness	Wellness / Culture & Justice
	Is There a Successful Way to Close a Parish or a School? —with Live Q&A	HR Mgmt / Culture & Justice
	Racism: Unintentional Bias in the Workplace —with Live Q&A	Culture & Justice
	Just Treatment in the Workplace —with Live Q&A	Culture & Justice
	New Performance Management Strategies for a New Era —with Live Q&A	101 / Hybrid Work / HR Mgmt
1:45 – 2:00 p.m. ET	Break & Live Exhibit Hall (closing raffles)	
2:00 – 3:00 p.m. ET (1, 12pm, 11, 10, 8am)	Closing Awards Ceremony – Join us to celebrate our awardees and 50 years of NACPA!	

**Convocation Adjourned – Thank You! – See You in 2022!**





National Association of Church Personnel Administrators  
**Thanks the Archdiocese of Baltimore for  
Its Great Support for NACPA 2021**  
The NACPA Board of Directors,  
Dr. Regina Haney, Executive Director and Staff and Members

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