

SALT LAKE CITY APRIL 27-29



# CHURCH HR ELEVATED



IN THE CROSSROADS  
TO THE WEST



NACPA 2025 | 54TH ANNUAL CONVOCATION



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 Salt Lake City for hosting the 54th NACPA convocation. In particular, the Board of Directors is grateful to Bishop Oscar A. Solis for his generosity and to the following for their tremendous support and gracious gifts of time and talent.

### The Diocese of Salt Lake City

Most Rev. Oscar A. Solis, D.D.  
 Marylin Acosta  
 Nell Cline  
 Michael Courtney  
 Very Rev. John S. Evans,  
 Vicar General  
 Candice Greenwald  
 Mark Longe  
 Dolores Lopez  
 Marie Mischel  
 Lorena Needham  
 Nevah Stevenson  
 Very Rev. Kenneth L. Vialpando,  
 Vicar for Clergy  
 Nikki Ward

### Opening Liturgy, Sunday

Most Rev. Oscar A. Solis, D.D.  
 Lorena Needham  
 The Madeleine Choir School

### Our Lady of Lourdes Catholic Church

Fr. Jaya Kumar Penugonda,  
 Administrator

### Mass on Monday and Tuesday

Very Rev. Kenneth L. Vialpando,  
 Vicar for Clergy

### Morning Prayers

Lorena Needham  
 Director  
 Office of Worship

### NACPA Convocation Committee

Eileen Cull Valdez, Chair  
 Nell Cline  
 Jillian Green  
 Regina Haney  
 Barbara Keebler  
 Dolores Lopez  
 Geri Mesik  
 Lisa Pinto  
 Jessica Randazzo

### Entertainment

Esperanza Elementary School  
 Child Mariachi Band  
 Scott Larrabee, Pianist

### Design

Katherine Kremer  
 Katherine Kremer Design

### Printing

District Creative Printing Inc.  
 William Van Wie  
 Vice President

### Editing

Brian E. Gray

### Photographers

Adam Finkle, AJF Photos  
 Jillian Green, NACPA Photographer



The Cathedral of the Madeleine



Our Lady of Lourdes Catholic Church

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## SHRM/HRCI Credit Overview



This activity has been approved for 11 recertification credit hours of which 9.5 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](http://www.hrci.org).



NACPA 2025 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

# CHURCH HR ELEVATED IN THE CROSSROADS TO THE WEST



ARCHBISHOP OF DETROIT

April 27, 2025



To all NACPA Members, Speakers, Exhibitors and Sponsors,

Welcome to the 54th annual NACPA convocation in the beautiful Diocese of Salt Lake City. I am most grateful to my friend Bishop Oscar Solis for his warm hospitality and support for this meeting. I also thank the exceptional diocesan team that has worked so closely with the association in planning this convocation.

If it were possible, you can be certain I would be joining you. Instead I am 1,667 miles away in the Archdiocese of Detroit where I was honored to be installed last month as the sixth Archbishop. Rest assured that I will be holding all of you up in prayer when Bishop Solis celebrates the opening liturgy at Our Lady of Lourdes Church.

I also will greet you via video at the closing award ceremony on April 29. At that time I want to thank the Board of Directors and Dr. Regina Haney for presenting me with the NACPA 2025 Leadership Award. I am truly honored with this recognition and look forward to ongoing support for NACPA.

I also congratulate the Diocese of El Paso, including Bishop Mark Seitz and Patricia López Rueda, recipients of the 2025 Vision Award and to Dr. Dale Hoyt who is receiving the 2025 Service Award

I am grateful to the Board of Directors led by Annabelle Baltierra for her dedication and leadership and to our executive director, Regina Haney, for her great vision and innovations. Special recognition also is extended to Eileen Cull Valdez who has generously served as chair of the Board and of the convocation committee. Congratulations on your well deserved retirement, Eileen.

It also is a pleasure to acknowledge and celebrate board member Lawrence Sullivan who is a new auxiliary Bishop in the Archdiocese of Chicago.

I speak not only for myself but for my fellow bishops in letting you know that we have become increasingly reliant on our HR directors and administrators to recruit, hire, train — and retain — exceptional employees. You assist us in strategic planning and adjusting to the rapid changes in technology and workplace trends.

I am so impressed with NACPA's outstanding certification program that now has more than 100 graduates, the ongoing consultation services and webinar series. I've also been privileged to attend your convocation and have met many of you in person. I know this annual event is so valuable for ongoing education, spiritual renewal and networking.

I was so pleased to learn that your keynote speakers are Zip Rzeppa, the man behind Mater Media and the inspiring film *Cabrini* and my friend Sister Norma Pimentel, MJ, whose compassion and leadership as director of Catholic Charities in the Rio Grande Valley is outstanding and visionary. I also thank the many workshop speakers who have shared their talents this week.

Pope Francis has encouraged us to renew ourselves as "Pilgrims of Hope" — the theme of Jubilee 2025. In that spirit I pray that all of you will be reinvigorated with strength and hope during the Jubilee Year and beyond.

May God bless you abundantly,

+ *Edward J. Weisenburger*  
Most Reverend Edward J. Weisenburger  
Archbishop of Detroit



# NACPA 2025 SALT LAKE CITY APRIL 27-29

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OFFICE OF THE BISHOP

April 2025

Dear Brothers and Sisters in Christ,

Greetings of Christ's peace and love! In the name of the people of God of the Diocese of Salt Lake City I am pleased to extend a warm welcome to all the participants of the 54th annual convocation of the National Association of Church Personnel Administrators. We are deeply honored to serve as host for your national gathering. We embrace the mission of your organization to advocate leadership in human resources, finance and administration that models Gospel values and promoting justice in the workplace.

As our Holy Father, Pope Francis, has dedicated this year's Jubilee to "Pilgrims of Hope," he encourages us to make this jubilee year a special time to strengthen our faith that we might recognize the Risen Christ in our daily lives and *"invites all believers to embark on a spiritual journey toward a greater awareness of divine mercy and a deeper commitment to spreading love and compassion in the world."*

I pray that your days together will be grace-filled and productive to strengthen your leadership skills in Human Resources, renew old and build new relationships, and share the values of the Catholic faith, along with your commitment to the mission and vision of NACPA.

With prayerful wishes for an enjoyable and fruitful meeting in our beehive state, as well as the blessings of peace and joy the season of Easter brings, I remain,

Sincerely yours in the Risen Lord,

The Most Reverend Oscar A. Solis, D.D.  
Bishop of Salt Lake City



# CHURCH HR ELEVATED IN THE CROSSROADS TO THE WEST



April 27, 2025

Dear NACPA Delegates, Sponsors, Exhibitors and Supporters,

The convocation theme “Church HR Elevated” had a special impact on me when I arrived and saw firsthand the Salt Lake Valley surrounded by the beautiful Wasatch Mountains to the East and the Oquirrh Mountains to the West. Without doubt our spirits will be elevated in this amazing Crossroads to the West.

Let me begin with a note of deep gratitude to the Diocese of Salt Lake City. In particular, we are grateful to Bishop Oscar Solis for his generous support and to Dolores Lopez and Nell Cline and their colleagues for their collaboration and gifts of time and talent.

I send a message of thanks to the convocation committee led by Eileen Cull Valdez. The committee’s ongoing meetings help set the theme and identify two exceptional plenary speakers, Sister Norma Pimentel, MJ, and Zip Rzeppa. They also organized excellent workshops and planned “extracurricular” activities, including a visit to the inspiring Cathedral of the Madeleine and a special screening of the movie *Cabrini*—among other highlights.

Over the years our delegates have relied on the convocation exhibition to connect with their current vendors and reach out to new contacts. I am grateful to the industry leaders whom you will meet during the coming days. We appreciate their support as well as that of the generous sponsors who are integral to making this meeting a reality.

I also thank all our members for the opportunity to serve as your president. I am continually impressed by the exceptional participation of NACPA members in our committees, consultations, webinars, OnDemand series and other initiatives. I congratulate our talented and dedicated executive director, Regina Haney, for her leadership—and for the benchmark of reaching more than 100 graduates in our seminal Certificate Program for Those Moving from Secular to Church HR Responsibilities.

I look forward to visiting with you during the coming days and I wish you many blessings as we learn, celebrate and pray together in this beautiful Crossroads to the West.

Sincerely,

Annabelle Baltierra  
President, NACPA Board of Directors







April 27, 2025

Dear Delegates, NACPA members, Colleagues in the Diocese of Salt Lake City,  
“Blessed Mary, Mother of God, pray for me.”

These were the last words of Bernadette Soubirous, the young French peasant girl to whom Our Blessed Mother appeared in 1858.

It is a blessing that our opening liturgy today will be celebrated by Bishop Oscar Solis in the historic Our Lady of Lourdes Catholic Church. Like Salt Lake City, the city of Lourdes is surrounded by magnificent natural beauty and nestled among spectacular summits. Both cities are places to be inspired and seek spiritual renewal. That quest is on the minds of many of our delegates gathered here today for the 54th annual NACPA convocation.

Inspiration will certainly be found in the words of our keynote speakers. Sister Norma Pimentel, MJ, has spent her life creating a culture of compassion and kindness. Grace and humanity are at the heart of her ministry, drawing recognition and thanks from Pope Francis. Zip Rzeppa has embraced a lifelong mission to make Christ better known and loved through the media.

In addition, the convocation provides inspiration, knowledge and networking opportunities through its workshops, roundtables, daily prayer services and socials.

Be further inspired as you learn about NACPA’s many resources and programs this week. More than 100 individuals have graduated from our Certificate program, designed to help HR leaders transition from secular to Church HR. The webinar series is in its seventh year and is archived on the website for ongoing reference. The OnDemand initiative remains ever popular in complex times. “The HR Primer for Those in the Church Workforce” has emerged as an important member resource.

Personally I have been uplifted this past year by the engagement of the association’s hard-working and talented committee members. Their contributions to the convocation, marketing, webinars and other initiatives are invaluable. My gratitude includes Dolores Lopez and Nell Cline and their diocesan colleagues who have helped create this successful convocation. In particular, the association is grateful to Bishop Solis for his exceptional support and hospitality.

Finally, our members rejoice in the installation of our Episcopal Moderator as Archbishop of Detroit on March 18. Archbishop Edward Weisenburger has demonstrated unwavering support for NACPA and will be honored with our 2025 Leadership Award.

I wish you all a joyful and inspiring convocation. May Blessed Mary, Mother of God, inspire and guide us in our ongoing mission to promote justice in the workplace.

Sincerely,

Regina Haney, Ed.D.  
Executive Director  
NACPA



## OPENING LITURGY

**SUNDAY, April 27, 2025 | 5:00 PM**



### **MOST REVEREND BISHOP OSCAR A. SOLIS D.D.**

Pope Francis named Oscar A. Solis Bishop of Salt Lake City on January 10, 2017, making him the first Filipino American Catholic bishop and the first Asian American to lead a Catholic diocese. Prior to Salt Lake City, Pope John Paul II had appointed Bishop Solis as auxiliary bishop of Los Angeles on December 10, 2003.

Bishop Solis was ordained a priest of the Diocese of Cabanatuan in the Philippines in 1979 and served as the rector of the minor seminary, secretary of the priest senate, school chaplain and director of vocations. He immigrated to the United States in 1984 and served parishes in the Dioceses of Newark and Houma Thibodaux.

Bishop Solis has held positions on various committees for the United States Conference of Catholic Bishops and currently is the chairman of the subcommittee on Asian and Pacific Affairs. In 2023 he received the Carnegie Corporation of New York's Great Immigrant Award, honoring naturalized U.S. citizens who have made significant contributions to American society, democracy and culture. Bishop Solis' motto is "Fiat voluntas tua" — "Thy will be done."

## PLENARY SESSIONS

**MONDAY, April 28, 2025 | 8:30 - 10:15 AM**



### **SISTER NORMA PIMENTEL, MJ**

#### **Creating a Culture of Compassion and Kindness in the Workplace** 1.75 Business

Sister Norma is a sister with the Missionaries of Jesus. In her position with Catholic Charities, Sister oversees the charitable arm of the Diocese of Brownsville. Her ministry has led to her being praised by—and later meeting—Pope Francis and being featured on national TV and in social media and newspapers around the world. Sister Norma is the recipient of the Martin Luther King Jr. "The Dream Alive" award from Catholic Charities USA and she has spoken at the United Nations on women upholding human dignity. Grace and humanity have always been central to Sister Norma. As a child she wanted to be an artist and today she paints portraits of the Central American families she encounters.

**TUESDAY, April 29, 2025 | 8:30 - 10:15 AM**



### **ZIP RZEPPA**

#### **Building a Discipleship Culture: Strategies for HR Professionals in the Workplace** 1.75 Business

Zip Rzeppa is the Founder of Mater Media whose mission is to "make Jesus more known and more loved by more people—through media." As a not-for-profit apostolate, Mater Media publishes Catholic books, works with major motion picture producers on uplifting movies and documentaries (such as the recent *Cabrini*) and provides the Celebrate Catholic Marriage Experience to inspire and strengthen marriages in parishes nationwide. In an earlier career, Zip was a popular TV sportscaster in Boston, Cincinnati and St. Louis. Turning to a life of service, he did door-to-door evangelization in inner city parishes. Zip is the author of a teen novel, *My Rock and Salvation* and an autobiography, *For a Greater Purpose*.



## PROGRAM AND WORKSHOPS

### SUNDAY, APRIL 27

- 11:00 a.m. – 1:30 p.m. Film Screening: *Cabrini* **Location: Olympus**
- 12:30 – 1:15 p.m. Cathedral Tour (45 Min, transportation provided; return to hotel by 1:45)
- 2:00 – 2:50 p.m. New Member Orientation - Open to Members, Meet the NACPA Board **Location: Sundance**
- 3:00 – 3:15 p.m. Divine Mercy Chaplet **Location: Sundance**
- 3:30 – 4:15 p.m. HR Certificate Program Alumni Reception **Location: Sundance**
- 1:00 – 3:00 p.m. Exhibitor Check in at the NACPA Main Desk and Setup, in the Exhibit Hall

5:00 – 6:00 p.m. **OPENING LITURGY** **Location: Our Lady of Lourdes Catholic Church**  
**MOST REVEREND BISHOP OSCAR A. SOLIS**  
(4:45 depart for Our Lady of Lourdes, transportation provided from hotel)

6:15 – 7:15 p.m. Opening Ceremony and Social **Location: Olympus**

### MONDAY, APRIL 28

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

8:30 – 10:15 a.m. **OPENING PLENARY:** **Location: Capitol Ballroom**  
**SR. NORMA PIMENTEL, MJ**  
Creating a Culture of Compassion and Kindness in the Workplace **1.75 Business**

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



Bell Canyon Granite Hiking Trail

## PROGRAM AND WORKSHOPS

**MONDAY, APRIL 28**

11:30 a.m. – 1:00 p.m.

### CONCURRENT WORKSHOP SESSIONS 1

**101**

**1.5** Business

#### **Leadership Skills Needed to Ensure a Workplace Culture of Wellbeing for the Employees and Ultimate Success of the Organization**

**Location:** Olympus A

**Kathleen Schulz**, Global Innovation Leader, Organizational Wellbeing, Gallagher, [kathleen\\_schulz@ajg.com](mailto:kathleen_schulz@ajg.com)

As employee expectations continue to evolve, organizations struggle to keep up. Despite significant time, energy and budget allocated to employee physical, emotional, financial and career wellbeing, progress is slow. In this session the speaker will review data on changing organizational priorities, generational characteristics and the need for leader skills in areas like trust-building, empathy and recognition and discuss how all these areas connect in the pursuit of organizational wellbeing.

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

Kathleen Schulz is Gallagher's Global Innovation Leader for Organizational Wellbeing. Prior to Gallagher, she spent 19 years leading occupational health and wellness programs at Campbell Soup Company. Her expertise lies in designing integrated approaches to organizational wellbeing by connecting culture, behavior, risk and outcomes. Kathleen has a MS in Organizational Development from St. Joseph's University in Philadelphia and a BS in Cardiovascular Health from Northeastern University in Boston.

**102**

**1.5** HR

#### **Fostering a Culture of Belonging - Embracing Diversity**

**Location:** Olympus B

**Joy Doyle**, MBA, SHRM-CP, Director, Human Resources, Sisters of St. Joseph – Baden, PA., [jdoyle@stjoseph-baden.org](mailto:jdoyle@stjoseph-baden.org)

**Stephanie Swan**, PHR, Human Resources Director, Sisters of the Holy Names of Jesus and Mary, U.S. – Ontario Province, [sswan@snjmuson.org](mailto:sswan@snjmuson.org)

In this session, participants will explore synergies between Catholic social teaching and the universal principles of diversity, equity and Inclusion. Religious organizations need to mirror the openness that Jesus demonstrated during His short time on earth. Jesus called a diverse group of disciples to follow Him and He calls us to build unity in the Church today. HR goes beyond compliance training to promote a respectful environment in our offices, parishes, schools and cemeteries, enabling employees to feel heard and supported.

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

For the past two decades, Joy Doyle has worked with faith-based and nonprofit organizations. She currently serves at the Sisters of Saint Joseph in Western Pennsylvania. She brings experience in the areas of employee relations, recruitment and retention, compliance, as well as training and development. She completed her undergraduate and graduate degrees from Geneva College and is SHRM-CP certified.

Stephanie has worked in the HR field for the past 25 years, currently serving as the Human Resources Director of the Sisters of the Holy Names of Jesus and Mary in Portland, Oregon. She is a graduate of Oregon State University with a degree in Business Administration/Health Care Administration and holds a PHR certification. Stephanie finds the most joy in her work doing new employee onboarding and training.



## PROGRAM AND WORKSHOPS

### MONDAY, APRIL 28

11:30 a.m. – 1:00 p.m.

#### CONCURRENT WORKSHOP SESSIONS 1 (CONT'D)

**103**

**1.5** HR

### Managing the Employee Lifecycle: Pointers from Recruitment Through Separation Roundtable

**Location:** Amethyst

**Eric Allen Kauk, Esq., LL.M.**, Tax and Benefits Attorney, Catholic Benefits Law,  
eric.kauk@catholicbenefitslaw.com

**Sarah Fogler, SPHR SHRM-CP**, HR Officer, The Diocese of Richmond,  
sfogler@richmonddiocese.org

Recruiting, developing and retaining good employees while parting ways with poor performers is crucial for every institution's success. Honest evaluations and coaching are key, but managing the employee lifecycle requires skills, knowledge and systems. Compliance challenges can lead to failure. This presentation highlights common missteps, offers real-world tips to retain top talent and recommends policies to protect against "bad apples" who misuse confidential information and systems.

#### ABOUT THE SPEAKERS

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 is "of counsel" to the Catholic Benefits Association. He also serves as legal counsel to many U.S. Catholic arch/dioceses.

Sarah Fogler, HR Officer, is an experienced national presenter with more than 25 years in HR organizations ranging from 15 to 30,000 employees. She is SPHR and SHRM-CP certified and has supported the NACPA organization through presenting at past convocations and volunteering with the certificate program. She currently serves on the NACPA Board of Directors.

1:00 – 2:30 p.m.

### Member Lunch/NACPA Meeting **Location:** Capitol Ballroom

2:30 – 2:45 p.m.

**BREAK Location:** Exhibit Hall



Salt Lake City Street



Salt Lake City Sunset

## PROGRAM AND WORKSHOPS

**MONDAY, APRIL 28**

2:45 – 4:15 p.m.

### CONCURRENT WORKSHOP SESSIONS 2

**201**

#### **Shield of Faith: The Ministerial Exception**

**1.5** Business

**Location:** Olympus A

**Eric Allen Kauk**, Esq., LL.M., Tax and Benefits Attorney, Catholic Benefits Law, [eric.kauk@catholicbenefitslaw.com](mailto:eric.kauk@catholicbenefitslaw.com)

The ministerial exception provides important protections from challenges to dioceses and Church employers. Despite being one of the strongest and far-reaching tools, this shield of faith is widely misunderstood. This presentation takes a deep dive into the practical ways that HR can utilize the ministerial exception to protect dioceses and other Church employers. Attendees will come away from this presentation with expertise and tools they can use immediately.

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

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 is "of counsel" to the Catholic Benefits Association. He also serves as legal counsel to many U.S. Catholic arch/dioceses.

**202**

#### **Slam Dunk Team Building Strategies for Budgets of all Sizes**

**1.5** HR

**Location:** Olympus B

**Dr. Jeff Andrini**, President, The Ascent Initiative and Director of Evangelization and Discipleship, Diocese of Owensboro, [jeff@ascentinitiative.com](mailto:jeff@ascentinitiative.com)

Fostering high morale, treating employees like the most important resource they are and creating a vibrant workplace are essential tools for our mission. Practicing compassion and kindness starts with employees. Join Jeff Andrini to learn a spectrum of strategies and resources to incorporate simple activities into a busy schedule at the office, all the way to budgeting for an annual off-site retreat/team building experience. Investing in your team is time—and sometimes money—well spent.

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

Dr. Jeff Andrini is the President of The Ascent Initiative, a 501c3 specializing in teaching discipleship, leadership and systems management through excellence in Catholic theology and pastoral practice. He has served in full-time parish and consulting ministries since 1990 and currently serves as the Director of Evangelization and Discipleship for the Diocese of Owensboro.



## PROGRAM AND WORKSHOPS

**MONDAY, APRIL 28**

2:45 – 4:15 p.m.

### CONCURRENT WORKSHOP SESSIONS 2 (CONT'D)

**203**

#### Communication and Evaluation System

**1.5** Business

**Location:** Amethyst

**SharonAnn Smith**, MSA, SPHR, SHRM-CP, Executive Director of Human Resources, Sisters of Notre Dame De Namur U.S. East West Province, [sasmith@ewsndden.org](mailto:sasmith@ewsndden.org)

**Julie Shea**, PHR, Benefits Director, Sisters of Notre Dame De Namur U.S. East West Province, [jshea@ewsndden.org](mailto:jshea@ewsndden.org)

This session will explore the benefits of a performance system designed to support the fundamental interaction between people, the work and the mission. The speakers are HR leaders dedicated to assessment, engagement and the development of a talent pool to meet organizational objectives. They will explore how to understand an employer's goals and innovative ways to achieve them. You will learn how to take your organization from "Good-to-Great" through performance management and leadership development programs.

#### ABOUT THE SPEAKERS

SharonAnn Smith is the Executive Director of Human Resources, Sisters of Notre Dame De Namur. She manages the implementation of all Human Resources functions, including the application of employment policies and procedures, compensation management, employee benefits, workmen's compensation, recruitment, state and federal compliance and employee relations. In her role she serves as a resource to the employees and as an adviser to the U.S. East/West Leadership Team.

As the Director of Benefits and Recruitment, Julie Shea is responsible for the development and implementation of comprehensive benefits programs designed to enhance employee satisfaction and retention, while also driving innovative recruitment strategies to attract top talent. Julie is also the author of the quarterly HR newsletter that provides valuable information to employees at all SND locations. Julie has her BS from Keene State College, her HRCI PHR certification and held various roles in HR for 14 years.

5:00 – 5:30 p.m.

#### THANK YOU SALT LAKE CITY HAPPY HOUR

Sponsored by Mutual of America Financial Group<sup>SM</sup> Location: Exhibit Hall



Ensign Peak Nature Park

## PROGRAM AND WORKSHOPS

### TUESDAY, APRIL 29

7:00 – 8:30 a.m. Continental Breakfast **Location: Exhibit Hall**

7:00 – 7:30 a.m. Mass **Location: Sundance**

7:30 – 8:00 a.m. Morning Prayer **Location: Capitol Ballroom**

8:30 – 10:15 a.m. **OPENING PLENARY:** **Location: Capitol Ballroom**  
 Building a Discipleship Culture:  
 Strategies for HR Professionals in the Workplace **1.75 Business**  
**ZIP RZEPPA**

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

11:30 a.m. – 1:00 p.m.

### CONCURRENT WORKSHOP SESSIONS 3

**301**

**1.5 Business**

#### **A Perfect Storm: How Human Resources is Weathering Chapter 11 and Reimagining 61 Parishes into 30**

**Location: Olympus A**

**Joann Pelipesky**, Executive Director, Human Resources, Archdiocese of Baltimore,  
[joann.pelipesky@archbalt.org](mailto:joann.pelipesky@archbalt.org)

**Molly Fern**, Employee Relations Manager, Archdiocese of Baltimore, [mfern@archbalt.org](mailto:mfern@archbalt.org)

They say when it rains it pours and this past year has definitely provided many opportunities for the HR team to lead and engage the Archdiocese of Baltimore's 4,000-plus employees. How did the HR department support the closing of more than 30 parishes and handle all the employee relations, while at the same time maintaining the highest level of HR leadership for the Chapter 11 proceedings? This session will share our approach and the business plans describing how we survived.

#### **ABOUT THE SPEAKERS**

Since January 2022 Joann Pelipesky has been Executive Director, Human Resources and Benefits for the Archdiocese of Baltimore. She comes from an extensive background in human resources management in the corporate and nonprofit arenas and holds both an MBA and MS from The Johns Hopkins University as well as a BS in Science from Seton Hill University.

Molly Fern has served as Employee Relations Manager in the Archdiocese of Baltimore for more than 18 years. She holds an MA in Management from Notre Dame University of Maryland and an MS in Instructional Technology from Towson University.

## PROGRAM AND WORKSHOPS

### TUESDAY, APRIL 29

11:30 a.m. – 1:00 p.m.

#### CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)

**302**

**1.5** Business

#### **Innovate to Elevate: AI and Technology in HR and Benefits**

**Location:** Olympus B

**Sommer Mason**, CCP, Regional Senior Vice President, Central Region, HR and Compensation Consulting Practice, Gallagher, Sommer\_Mason@ajg.com

As organizations face increasing complexity in managing HR and health and benefits, technology — particularly artificial intelligence — offers transformative solutions. This presentation highlights the critical need for buy-in and understanding of how AI and digital tools can drive organizational goals, streamline operations and enhance decision-making. Attendees will explore practical applications of AI, learn how technology improves efficiency and outcomes and gain insights into fostering a culture that embraces digital innovation for sustained success. Participants will understand the role of AI in HR and benefits, see how to drive technology adoption across teams, learn how to enhance operational efficiency with AI, and how to align AI solutions with organizational goals.

#### **ABOUT THE SPEAKERS**

Sommer Mason began her career in technology in 1998 and moved into Human Resources as a Compensation Analyst in 2000. Prior to joining Gallagher in November 2016, she served in compensation and benefits leadership roles within Human Resource Departments. Her primary role is to prepare and present Gallagher's Human Resources and Compensation resources to prospective clients. She is involved in special projects related to Human Resources and Compensation Consulting. Sommer's strong analytical skills, strategic approach and commitment to excellent customer service makes her a trusted advisor to both clients and her Gallagher team. She holds BS in Management Information Systems from Louisiana Tech University and is a Certified Compensation Professional (CCP) and Lean Six Sigma Green Belt.



Great Salt Lake



## PROGRAM AND WORKSHOPS

**TUESDAY, APRIL 29**

11:30 a.m. – 1:00 p.m.

### CONCURRENT WORKSHOP SESSIONS 3 (CONT'D)

**303**

**1.5** Business

#### **DOL and Your Church Retirement Plan: Maximizing Plan Efficiency and Participant Outcomes**

**Location:** Amethyst

**Mary Brunson**, AIF®, Co-Founder and Vice-President, Investing for Catholics, [Mary@ifa.com](mailto:Mary@ifa.com)

Sweeping changes in the DOL's Secure 2.0 Act delivered significant shifts to defined contribution retirement plans. While many, if not most, of those requirements are in the process of implementation, many optional provisions are worthy of significant discussion to understand the pros and cons of adopting them, and to consider the financial and administrative impact on both plan sponsors and participants.

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

Mary Brunson is Co-founder of Investing for Catholics, a division of Index Fund Advisors, Inc. She provides fiduciary advice to Catholic church retirement plans. Mary is co-author of *Tending the Flock: Shepherding Catholic Retirement Plans*, numerous articles and papers. Mary is the former National Chair of the Spirituality Commission for the National Council of Catholic Women and a Board of Trustees member for Orange Catholic Foundation. She is a graduate of University of California, Irvine.

1:00 – 2:30 p.m. Free time, lunch not provided. See App for area restaurants.

2:30 p.m. Exhibit Hall closes

**TUESDAY, APRIL 29**

2:30 - 4:00 p.m.

### CONCURRENT WORKSHOP SESSIONS 4

**401**

**1.5** Business

#### **The "Jeopardy" that is HR in the Church**

**Location:** Amethyst

**Sarah Fogler**, SPHR SHRM-CP, HR Officer, The Diocese of Richmond, [sfogler@richmonddiocese.org](mailto:sfogler@richmonddiocese.org)

**Bethany Seay**, SHRM-SCP, Assistant Director of Human Resources, The Diocese of Richmond, [bseay@richmonddiocese.org](mailto:bseay@richmonddiocese.org)

The workplace isn't a game, but lots of employees like to play them with us. Using the popular *Jeopardy* game show model, we will explore some common and uncommon employee relations issues and touch on our experiences in the workplace. Join us in this interactive session to test your knowledge, win some Church cash, and share what games your employees might be playing with you that you might not know the rules to play.

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

Sarah Fogler, HR Officer, is an experienced national presenter with more than 25 years in HR organizations ranging from 15 to 30,000 employees. She is SPHR and SHRM-CP certified and has supported the NACPA organization through presenting at past convocations and volunteering with the certificate program. She currently serves on the NACPA Board of Directors.

Bethany Seay, Assistant Director of Human Resources, specializes in nonprofit management and specialty/niche technology. Bethany loves finding creative, mutually beneficial solutions and is committed to HR innovation and streamlining the employee experience. She is SHRM-SCP certified.

## PROGRAM AND WORKSHOPS

**TUESDAY, APRIL 29**

2:30 - 4:00 p.m.

**CONCURRENT WORKSHOP SESSIONS 4 (CONT'D)**

**402**

**1.5 HR**

### **Beyond Peanut Butter: Meaningful Strategies for Internal Pay Equity**

**Location:** Olympus A

**Kathy Marek**, CCP, SPHR, SHRM-SCP, Senior Consultant, Compensation Connections,  
kathy@compensationconnections.com

**Allison Lee**, CCP, Consultant, allison@compensationconnections.com

Internal pay equity is an important and complex topic for Catholic employers to consider, especially given our commitment to just treatment in the workplace. Join us to explore strategies for setting employee pay in an equitable manner and moving people through the pay ranges when the organizational culture is 'spread the peanut butter' — everyone receives the same pay increase.

#### **ABOUT THE SPEAKERS**

Kathy Marek also has more than 30 years experience in HR. Her career began as an internal HR team member, eventually working into the role of compensation analyst. Kathy transitioned into consulting work and has developed compensation programs, performed market studies, designed pay structures, analyzed benefits programs, and conducted employee pay analysis. She has provided consulting services for arch/dioceses, parishes and Catholic cemeteries.

Allison Lee has eight years of experience in compensation program design, market studies, pay equity analysis and more. She has worked with archdioceses, dioceses, parishes and schools. Allison is a Certified Compensation Professional (CCP) through World at Work.



Mount Olympus

## PROGRAM AND WORKSHOPS

**TUESDAY, APRIL 29**

2:30 - 4:00 p.m.

### CONCURRENT WORKSHOP SESSIONS 4 (CONT'D)

**403**

**1.5** Business

#### **PANEL:**

#### **Employee Benefits with a Catholic Lens 2.0, an update**

**Location:** Olympus B

**Robert Smedley**, CEO, Matthias Group, [smedley@matthiasgrp.com](mailto:smedley@matthiasgrp.com)

**Jason Coon**, Vice President, Catholic Benefits Association, [jasoncoon@catholicbenefitsassociation.org](mailto:jasoncoon@catholicbenefitsassociation.org)

**Eric Allen Kauk**, Esq., LL.M., Tax and Benefits Attorney, Catholic Benefits Law, [eric.kauk@catholicbenefitslaw.com](mailto:eric.kauk@catholicbenefitslaw.com)

**Bob Roper**, Director of Human Resources, Archdiocese of Kansas City in Kansas, [broper@archkck.org](mailto:broper@archkck.org)

Continuing the conversation begun at the 2024 Convocation in Kansas City, and in response to membership requests, the speaker panel will reset the stage for those new to this discussion and provide important updates regarding the legal, political and cultural landscape that impacts employee benefit plans.

#### **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 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 is "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.

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



## PROGRAM AND WORKSHOPS

### TUESDAY, APRIL 29

4:15 – 5:45 p.m.

#### ROUNDTABLE – SESSIONS 501 - 503

##### Roundtable Discussions following the OnDemand Format

Roundtable sessions will be in the style of NACPA's Members-Only, OnDemand Discussion Series. Each room will feature moderators with expertise in the field. Sessions will begin with a short topic introduction from the moderator and then break into small groups for focused discussions in order to share challenges and possible solutions. Participants then will reconvene to impart findings and further explore unanswered needs. The takeaways and resources shared will be gathered and made available on the Attendees Only Resources Site following the convocation.

##### Roundtable 501

1.5 HR

##### HR 101 – Unraveling the Threads - Addressing Your Unanswered HR Questions

**Location:** Olympus A

**Maureen Fontenot**, PHR, SHRM-CP and **Sarah Fogler**, SPHR, SHRM-SCP

Join a dynamic roundtable to discuss your unanswered HR questions following the convocation presentations. Experts will briefly present, then the facilitator will open dialogue to explore questions that will unravel challenges, alternative approaches, and emerging trends. Engage in peer-to-peer learning, network, and gain practical insights into modern HR practices.

##### Roundtable 502

1.5 Business

##### Immigration and HR - Navigating Change

**Location:** Olympus B

**Patricia Lopez**, MAPS and **Aden Batar**

Experts will lead a discussion on recent immigration executive orders and their HR impact. Explore evolving regulations, practical challenges, compliance strategies, and ethical considerations including I-9 verification, visa sponsorship, and workplace compliance for maintaining a diverse workforce.

##### Roundtable 503

1.5 HR

##### EAP - Bundled vs. Stand-Alone: Which Path is Right for Your Organization?

**Location:** Amethyst

**Tiara Hatfield**, MBA, SHRM-CP and **Wayne Gledhill**

Join our facilitator and subject matter specialists for an engaging roundtable discussion exploring the critical decision of implementing an Employee Assistance Program (EAP). This session will delve into the nuanced differences between bundled EAPs, integrated within existing health plans, and stand-alone EAPs, offered as independent services.

5:45 p.m. *Sessions Conclude*

6:30 – 7:00 p.m. Social **Location:** Capitol Ballroom Prefunction  
Entertainment – Esperanza Elementary School Child Mariachi Band  
7:00 – 9:00 p.m. Closing 2025 Awards Banquet **Location:** Capitol Ballroom  
9:30 – 11:00 p.m. Karaoke After Party – Cash Bar **Location:** Capitol Ballroom

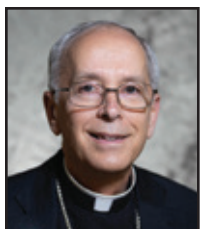
**Convocation adjourned. Thank you for attending.  
Please join us in New Orleans for NACPA 2026.**

## THE NACPA 2025 AWARDS



**ARCHBISHOP EDWARD J. WEISENBURGER**  
**LEADERSHIP AWARD**  
**NACPA 2025**

Archbishop Edward J. Weisenburger's leadership in support of NACPA has been truly remarkable. In his role as Episcopal Moderator since 2021, he has provided guidance and encouragement as well as advancing the importance of NACPA's mission to promote justice in the workplace. The archbishop's advocacy has taken various forms, including reaching out to his fellow bishops, facilitating discussions, offering resources for programs and attending and supporting the convocation.



**THE CATHOLIC DIOCESE OF EL PASO**  
**VISION AWARD**  
**NACPA 2025**

NACPA salutes the Catholic Diocese of El Paso for its longtime vision in providing service to migrants and for its commitment to reaching out to all those marginalized and in need. The diocese has ultimately created a community that shares the joy of the Gospel. The Most Reverend Mark J. Seitz, D.D., the sixth bishop of El Paso,

has focused his work and heart on the vulnerable and poor. Patricia López Rueda, MAPS is the Chancellor and Director of Human Resources.



**DALE R. HOYT, ED.D.**  
**SERVICE AWARD**  
**NACPA 2025**

Dr. Dale R. Hoyt, Vice President for Education, Adelbrook, has served as moderator for the NACPA OnDemand Series since its inception in 2020. Dr. Hoyt has truly excelled in enhancing the program to greatly benefit association members. His dedication, knowledge and insight have played a pivotal role in catapulting the success of the program far beyond expectations. Through exceptional direction, OnDemand has become a forum where members can meet with confidence via Zoom to discuss challenges and issues.

## THE SIGNIFICANCE OF THE NACPA AWARDS

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

**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 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 or organizations that have demonstrated strategic leadership and a commitment to lifelong learning and visionary leadership.

**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.

# AWARDEES

## 2016 – 2024

NACPA conducts an annual, national awards program to recognize members and organizations for their leadership, vision and exemplary service.

### 2024 Kansas City

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**RICARDO SERRANO** VISION AWARD  
**ARCHDIOCESE OF MIAMI** LEADERSHIP AWARD  
**PHIL BUSHNELL** SERVICE AWARD  
**EILEEN CULL VALDEZ** SERVICE AWARD

### 2023 Baltimore

---

**MARK CHOPKO** VISION AWARD  
**FR. EUGENE POCERNICH** LEADERSHIP AWARD  
**MARY KESSLER** OUTSTANDING SERVICE AWARD

### 2022 Albuquerque, New Mexico

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**MARY E. SANTI** VISION AWARD  
**FR. FRANK DONIO** LEADERSHIP AWARD  
**JOSEPH T. SMITH** OUTSTANDING SERVICE AWARD  
**LIZ ALLEN** WITH GRATITUDE  
**BEVERLY D. ESCAMILLA** WITH GRATITUDE

### 2021 Baltimore, Maryland (Virtual)

---

**MAUREEN FONTENOT** VISION AWARD  
**FR. ED PRATT** LEADERSHIP AWARD  
**CHRISTINE HAGEN** SERVICE AWARD  
**MARY SANTI** SERVICE AWARD

### 2019 San Antonio, Texas

---

**EDWARD P. ISAKSON** VISION AWARD  
**ARCHDIOCESE OF SEATTLE** LEADERSHIP AWARD  
**RICHARD (RICARDO) SERRANO** SERVICE AWARD  
**CERTIFICATE PROGRAM** DESIGNER APPRECIATION AWARD

### 2018 Niagara Falls, New York

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**CAROL FOWLER** VISION AWARD  
**REGINA McCURDY** LEADERSHIP AWARD  
**MAUREEN FONTENOT** SERVICE AWARD

### 2017 Nashville, Tennessee

---

**MSGR. PATRICK POLLARD** VISION AWARD  
**BISHOP DAVID ZUBIK** THE BOARD AWARD  
**WILLIAM P. DALY** BOARD SERVICE AWARD

### 2016 Oklahoma City, Oklahoma

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**TERRY ROBINSON** VISION AWARD  
**ARCHDIOCESE OF CINCINNATI** THE BOARD AWARD  
**TERRI WILHELM** BOARD SERVICE AWARD



## 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.

### EXECUTIVE COMMITTEE



Annabelle Baltierra



Tina Kohrmann



Tiara Hatfield

### BOARD OF DIRECTORS

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**Archbishop Edward J. Weisenburger**  
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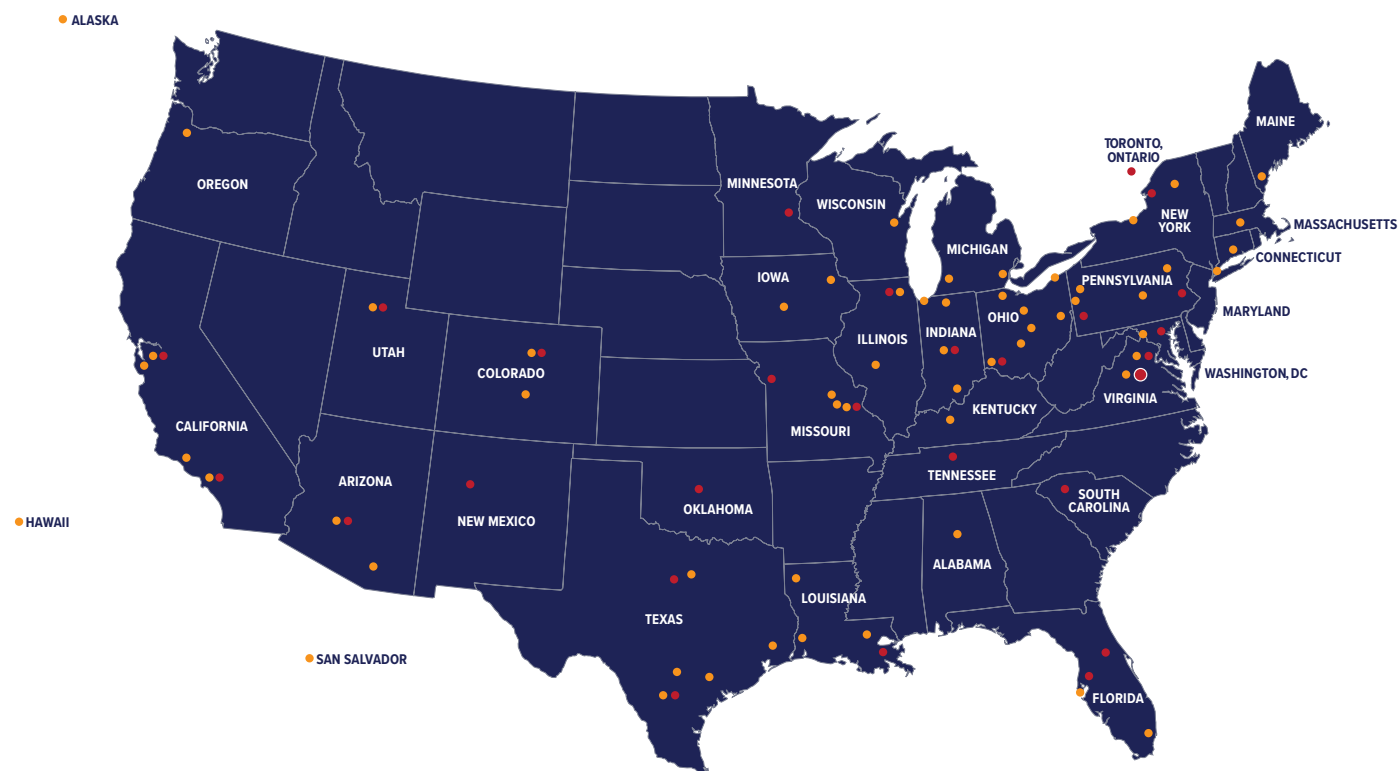
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# WHERE WE SERVE



This map provides an overview of NACPA convocation and consultation sites. Salt Lake City is a “first” this year, but the 2026 convocation in New Orleans will represent a return visit to the Crescent City after 32 years.

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

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

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



# New Orleans

NACPA 2026 ♣ APRIL 19-21



Next year NACPA will convene in the vibrant city of New Orleans. The Archdiocese of New Orleans is led by Archbishop Gregory Aymond who served as the association's Episcopal Moderator from 2018-2021. A unique blend of cultures, the Crescent City is home to 372,037 Catholics and 111 parishes. St. Louis Cathedral in the historic French Quarter is the oldest continually operating cathedral in the United States.

# 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 Ann Garrido, Deacon Larry Olney, Kim Daniels, Archbishop William Lori and Mark Kamp. 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.



Ann Garrido



Deacon Larry Olney



Kim Daniels



Archbishop William Lori



Mark Kamp

## Consultation Services

NACPA offers strategic guidance rooted in Catholic social teaching to help members navigate furloughs, job consolidations, reorganizations, pay freezes, salary structure changes, diocesan clergy personnel handbook development, 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, OnDemand 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**

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. Therefore, this program is designed to meet the needs of parish and school personnel. It 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 local 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 who are moving to Church 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 100 individuals have successfully completed this program.



### **OnDemand 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 five 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: How Do You Use AI? How Useful Is It?; Disaster Preparedness; Ministerial Exception; Is Your Health Plan Catholic?; Difficult Conversations and Treating Employees with Respect and Dignity with a Foundation of Core Values.



### **CONTACT US**

Regina Haney, Ed.D. | Executive Director  
2121 Eisenhower Ave., Suite 200 Alexandria, VA 22314  
(571) 551-6064 | [NACPA@NACPA.ORG](mailto:NACPA@NACPA.ORG)

# EXPLORING NACPA'S WEBINAR SERIES

The association's webinar series highlights trending issues and features industry experts.  
All webinars are archived on the NACPA website for member review.

## 2024–2025 Webinar Series

### 2024

OCT 2

#### Is Your Health Plan Catholic? How do You Know?

What components are needed to build a Catholic benefits program?  
What data to request to help monitor that?



**Kathryn McGowan**  
CEO at Reta Trust

This webinar is available online on the NACPA website. [www.nacpa.org](http://www.nacpa.org)

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NOV 13

#### Ministerial Exception



**Mark Chopko**  
Partner, Stradley Ronon  
Co-Chair, Nonprofit and Religious Organizations



**Maureen Fontenot,**  
**PHR, SHRM-CP**  
Chancellor / Director of HR  
Diocese of Lafayette,  
Louisiana

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### 2025

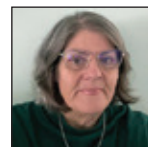
#### AI Part II

How do you use AI? How useful is it?  
What are the pros and cons?

**Panel presentation**



**Tina Kohrmann**  
Director of  
Human Resources  
Diocese of Belleville



**Chris Hagen,**  
**SPHR, SHRM-SCP**  
Director of  
Human Resources  
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Former Chief Human  
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Do you have a suggestion for a future topic?

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Jillian Green

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# IN CELEBRATION

*In grateful remembrance, we honor our past members.  
Their lives touched so many within our community and their  
contributions have shaped the organization we are today.  
We are deeply thankful for their lasting legacy.*

## *Maryjane Fuller*

Director of Human Resources and Safe Environment  
Diocese of Richmond, VA  
Years of Service: 15  
✝ October 18, 2022

## *Sister Elizabeth Wendelin*

Sisters of Charity, Nazareth, KY  
Past President and Board Member  
Years of Service: Early 1980s into early 2000s  
✝ November 6, 2022

## *Beth Ann DuChene*

Director of Human Resources  
School Sisters of Notre Dame  
New Ulm, MN  
Years of Service: 27  
✝ April 24, 2024

## *Mary Ann Blakeley, PhD*

Executive Director of Human Resources  
Diocese of Cleveland  
Years of Service: 10  
✝ January 11, 2025

*Please let us know those members who have passed away  
beginning in 2020 and they will be honored on the NACPA website  
and in future programs. Thank you.*



## ASSOCIATION LEADERSHIP

### THEN AND NOW

#### NACPA Presidents

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 Crespín	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. Liz 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	Archbishop 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.

# A Chorus of Appreciation for Eileen Cull Valdez

For seven years, Eileen Cull Valdez designed NACPA convocations with the members in mind, transforming them into inspiring experiences. With her guidance, the Convocation Committee selected speakers who ignited change, challenging HR professionals to build gospel-centered workplaces. Participants left informed, inspired and ready to champion justice.

NACPA expresses its sincere gratitude to Eileen for this exceptional service. Her dedication and leadership has been vital to our convocations' success. In addition, Eileen generously served as president of the Board of Directors from 2022-2024. We thank Eileen for her lasting contributions and wish her all the best in her future endeavors.



In Eileen's own words, "What a ride!"

— Dr. Regina Haney, Executive Director, NACPA

## These testimonials are representative of the heartfelt appreciation for Eileen's outstanding service.

I met Eileen at our convocation years ago, when we were both new members of NACPA. I have watched in awe over the years as her contribution to the association has become indispensable. She's an excellent collaborator, a driver who makes things happen and has a great sense of humor. Eileen is generous in sharing her own expertise and experience. She's a natural leader and has integrated her Catholic faith in her leadership style beautifully.

And – she has style. Congratulations, Eileen. — Lisa Pinto, Archdiocese of Miami, Board of Directors

I love how Eileen keeps us on track at the Convocation Committee; she is very efficient with time and brings out the best in all of us. — Nell Cline, Diocese of Salt Lake City, Committee Member.

During NACPA 2020's final planning weeks, we and the entire world had to pivot on a dime because of Covid.

As chair of the Convocation Committee, Eileen's leadership was crucial. She swiftly guided the committee to transform the convocation into a virtual event, including an online exhibit and digital happy hour — with her husband Tony's guitar performance adding joy. Eileen's experience and collaboration were invaluable.

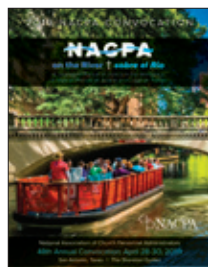
— Jessica Randazzo, Convocation Committee Member, NACPA Staff

Eileen is a kind and caring individual who went above her responsibilities as the convocation chairperson to always make sure everyone felt welcomed and engaged at meetings — a true gift.

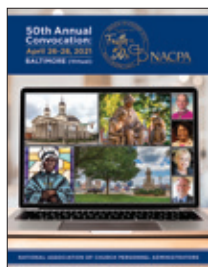
— Geri Mesik, Congregation of St Joseph, Committee Member

No one worked harder for or cared more about NACPA than Eileen.

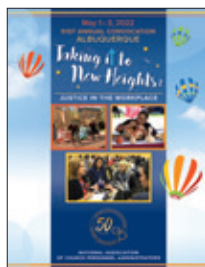
— Rob Reid, Archdiocese of Cincinnati, Board of Directors



2019 San Antonio



2021 Baltimore (virtual)



2022 Albuquerque



2023 Baltimore



2024 Kansas City



2025 Salt Lake City



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As a Diamond member, sponsors receive a double full-page ad in the printed and digitized convocation program, a salute from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage. Diamond sponsors are invited to introduce one of the plenary speakers.

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

As a Platinum member, sponsors receive a full-page ad in the printed and digitized convocation program, a salute from NACPA leadership at the opening and closing sessions, year-long recognition on the Sponsors webpage. Platinum sponsors are invited to introduce one of the plenary speakers.

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

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from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage.

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

As a Silver member, sponsors receive written recognition in the convocation program, a salute from NACPA leadership at the opening and closing sessions and year-long recognition on the Sponsors webpage.

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

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For more information contact

Regina Haney, Executive Director

(571) 551-6064

E-mail: [nacpa@nacpa.org](mailto:nacpa@nacpa.org)





## Catholic Diocese of Salt Lake City

Bishop Oscar Solis D.D. and the Diocese of Salt Lake City extend a warm welcome to all delegates, sponsors, exhibitors and speakers attending the 2025 convocation of the National Association of Church Personnel Administrators. We also congratulate the NACPA Awardees: Archbishop Edward Weisenburger (Leadership); the Catholic Diocese of El Paso (Vision) and Dr. Dale Hoyt (Service).



Most Reverend Bishop  
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**Tuesday, April 29 from 11:30am – 1pm**

*Innovate to Elevate: AI and Technology in HR and Benefits*

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**Brian Severin**

Senior Executive Vice President and Chief Marketing Officer

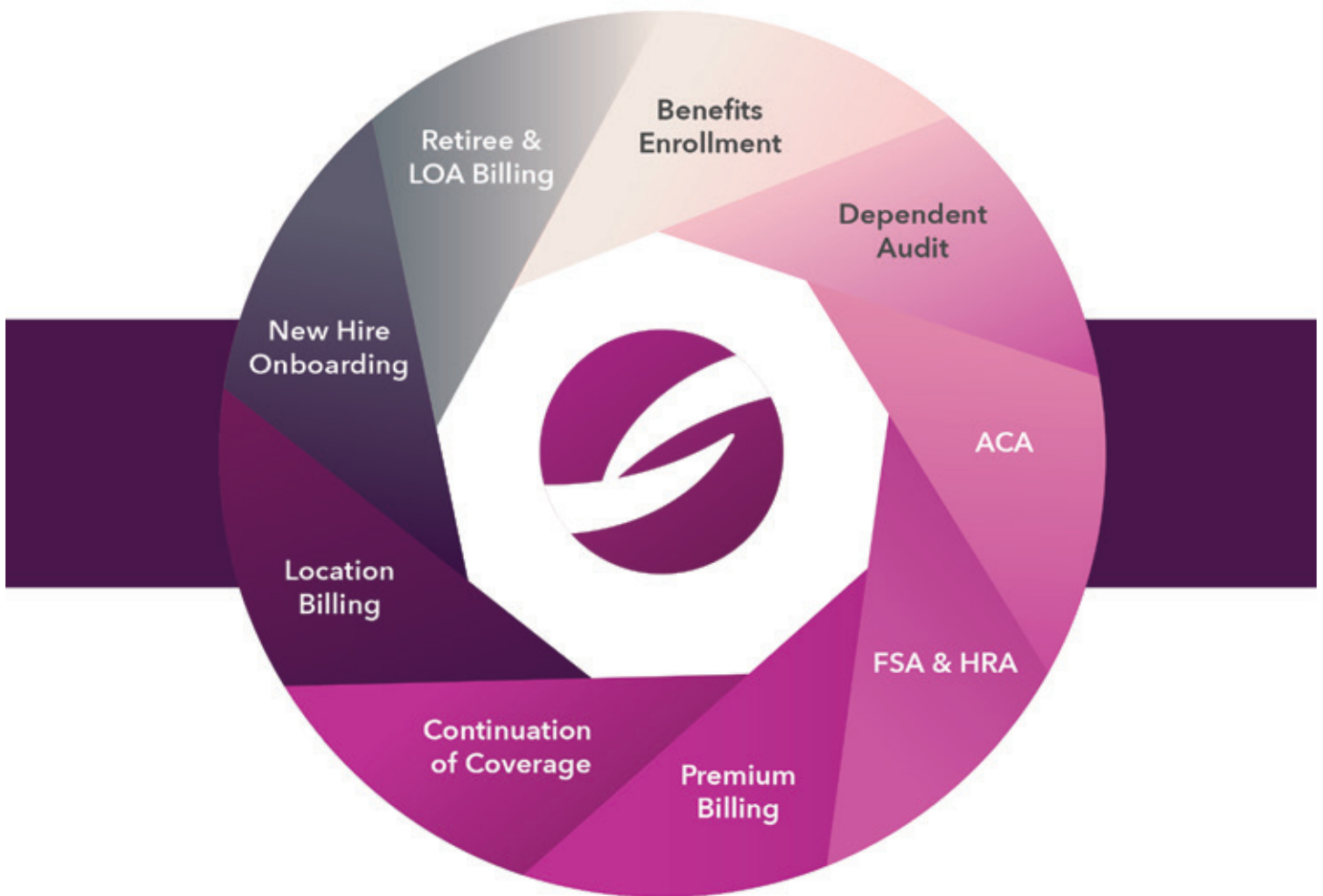
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– David Twitchell, VP of Human Resources  
Catholic Charities New Hampshire

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# CELEBRATING

## Archbishop Edward J. Weisenburger

With great joy NACPA is pleased to announce that our beloved Episcopal Moderator was named the sixth Archbishop of Detroit by Pope Francis and was installed on March 18, 2025.

Archbishop Edward J. Weisenburger became the association's moderator in 2021. He is the recipient of the NACPA 2025 Leadership Award in recognition of his great support for NACPA's mission to promote justice in the workplace.

Please join us in sending prayers and best wishes to the archbishop during this exciting time. We are grateful to have him as a friend and supporter,

*The NACPA Board of Directors*

# A Brief History of the NACPA: 1971-1979

## 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

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.



*A familiar dilemma was echoed in the Cincinnati convocation theme: "Limited resources: human and financial."*

## NACPA EXHIBITORS

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# A Brief History of the NACPA: 1980-1989

## 1980–1984

In 1980 the president was Rev. Joe Graffis and the convocation explored “Bridge Builders and Prophets.” Sister Elizabeth Cashman SC, 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**

## NACPA EXHIBITORS

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Clergy Care provides holistic support for active and retired priests, ensuring their health and well-being. Clergy Care offers personal healthcare management to navigate complex health systems, unburden HR departments, assist with weight management and chronic conditions such as diabetes. A service of Meta Care, Inc, Clergy Care fits within existing health plans.

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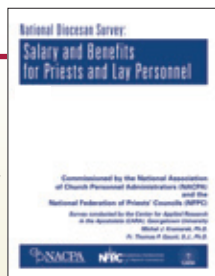
Gallagher mobilizes its deep, specialized expertise in the faith-based sector to help ministries care for their people, protect assets and deliver on their mission. Through its global religious practice and network of consultants and brokers, Gallagher brings a resourceful continuum of temporal administration services as a long-term partner and thought leader.

*Continued on next page.*

# A Brief History of the NACPA: 1990-1999

## 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 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.



Rev. Edward T. Pratt, former staff member in the 90s and Association President in 2018.



Chicago was the 1998 convocation site.

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The HOPE Integrated Catholic Health and Wellness Program is a holistic, evidence-based employee wellness program built on Catholic teaching and proven health practices. Designed with both clinical insight and user experience in mind, HOPE supports every aspect of wellbeing—physical, mental, spiritual, and relational. Utilizing a leading technology platform,

Catholic Wellness Coaching, and Spiritual Direction, it helps employees understand their whole health, utilize their strengths, and build healthy habits through motivation, confidence, and purpose. Rooted in the belief that every person is created good and called to flourish, HOPE empowers people to achieve their best health and live “fully alive” in relationship with God and others.

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Investing for Catholics (IFC) is a division of Index Fund Advisors, Inc. (IFA). IFC is a fiduciary advisor that builds and manages target date and risk-based portfolio strategies that are low-cost, prudent, diversified and screened for Catholic values. IFC's one-step solutions are suitable for Catholic Church defined-contribution retirement plans.

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# A Brief History of the NACPA: 2000-2014

## 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.



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

## 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.*

## NACPA EXHIBITORS

risk management and insurance solutions for Catholic dioceses and apostolates that truly align with Catholic teaching. As a 20-year partner at Lockton, Tom May is committed to expanding Lockton's services to Catholic dioceses and ministries across the country by providing world-class solutions and access to the world's major and specialty insurance markets.

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Milliman is among the world's largest independent providers of retirement and benefits consulting, administration, and communication services. Founded in 1947, the firm includes consulting practices in employee benefits, healthcare, property and casualty insurance, and life insurance and financial services in major cities around the globe.

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The mission of MyCatholicDoctor is to answer the call of Jesus Christ in Luke 10:9, when He said, "Cure the sick who are there, and say to them, The kingdom of God has come near to you." We are a virtual Catholic hospital accessible to everyone.

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*Continued on next page.*



# A Brief History of the NACPA: 2015-2017

## 2015-2017

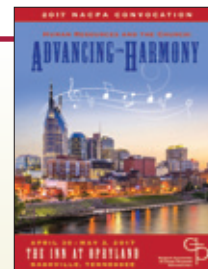
In 2015 the Board of Directors named Dr. Regina Haney as the new Executive Director. Dr. Haney previously had served for 25 years as an Executive Director with the National Catholic Educational Association (NCEA), the largest professional education association in the world. The Board also relocated NACPA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



*Dr. Regina Haney became the new Executive Director.*

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.



*Nashville was the 2017 convocation site.*

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#### Michael Clark

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# A Brief History of the NACPA: 2018-2019

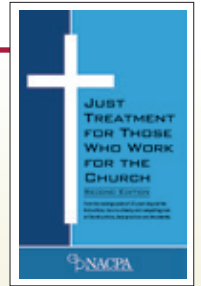
## 2018–2019

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. 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.



Niagara Falls was the 2018 convocation site.

*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.

## NACPA EXHIBITORS

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The Center for Church Management at the Villanova School of Business provides education and scholarship in the Augustinian Catholic tradition on strategic,

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Voya Financial, Inc. (NYSE: VOYA), is a leading health, wealth and investment company offering products, solutions and technologies that help its 15.2 million individual, workplace and institutional clients become well planned, well invested and well protected. Voya also is purpose-driven and committed to conducting business in a way that is economically, ethically, socially and environmentally responsible. Voya has earned recognition as: one of the World's Most Ethical Companies by Ethisphere; and a Best Place to Work for Disability Inclusion on the Disability Equality Index.

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*Continued on next page.*



## CELEBRATING Auxiliary Bishop of Chicago Lawrence J. Sullivan

NACPA members extend warm congratulations to association Board Member Bishop Lawrence Sullivan who was consecrated a Bishop on February 26, 2025 in Chicago. A native Chicagoan, Bishop Sullivan has been named Vicar General for the Archdiocese of Chicago. His personal motto is “*Walk humbly with God.*”

*The NACPA Board of Directors*





# A Brief History of the NACPA: 2020-2021

## 2020-2021

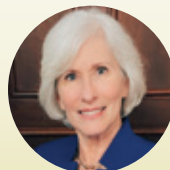
2020 proved a challenging year due to the pandemic. The convocation scheduled in Albuquerque was postponed until 2022. However, the association designed a Virtual Exhibit Hall (VEH) to help members network with each other and 20 vendors. NACPA's own virtual exhibit emphasized the association's consultation 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 designed 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 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.



*Bishop Edward J. Weisenburger*



*Maureen Fontenot*

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# A Brief History of the NACPA: 2022-2023

## 2022

The Archdiocese of Albuquerque hosted the convocation with the theme "Taking it To New Heights: Justice in the Workplace." Mary Santi received the Vision Award.



Mary Santi



## 2023

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



Baltimore was the 2023 convocation site.

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# A Brief History of the NACPA: 2024-2025

## 2024-2025

In 2024, 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 an award for Ricardo Serrano, who is leading the certification initiative.

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

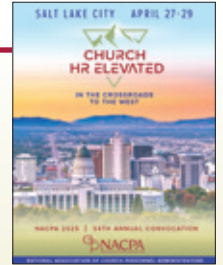


*Kansas City was the 2024 convocation site.*

In 2025 NACPA celebrated the success of the Certification program, noting that more than 100 have graduated since its founding. The 54th annual convocation convened in Salt Lake City. Archbishop Weisenburger received the Leadership Award.



*Archbishop Edward J. Weisenburger*



*Salt Lake City is the 2025 convocation site.*

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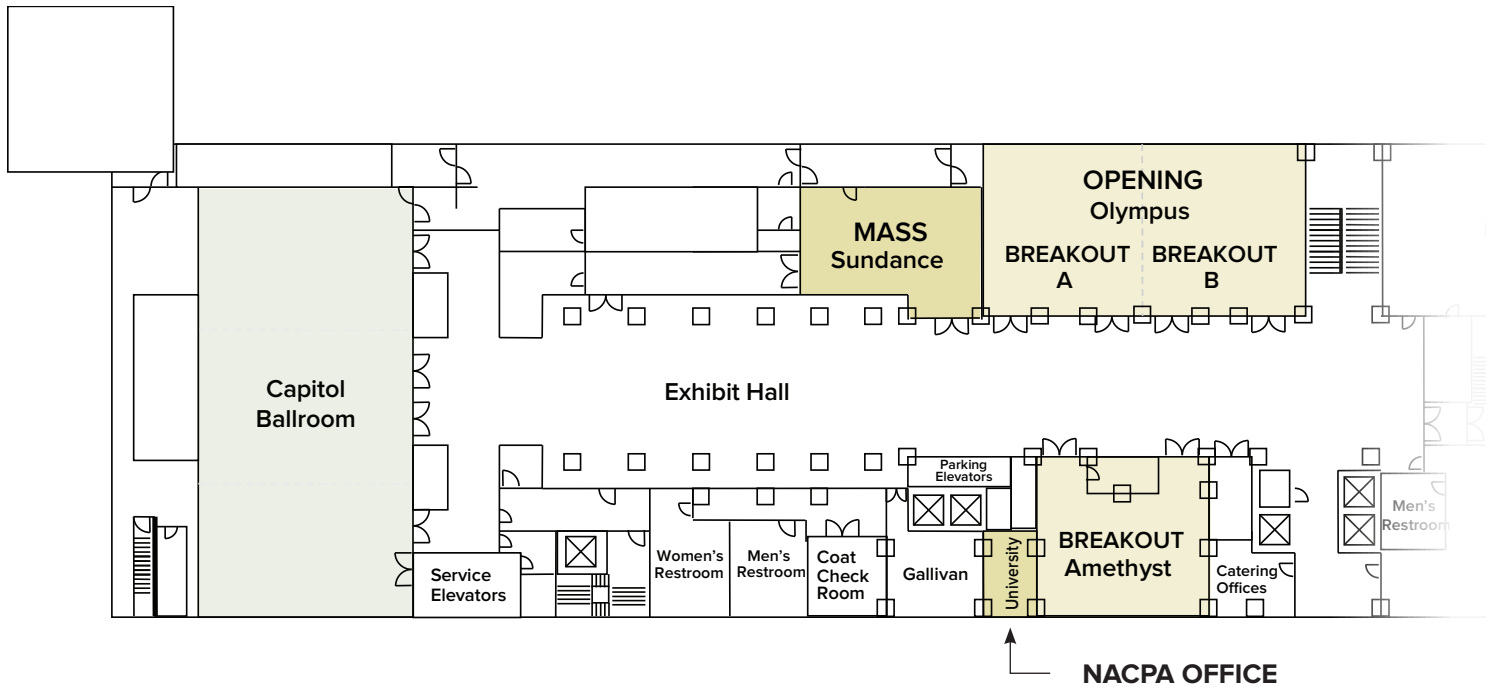
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## MEETING ROOMS

### SECOND FLOOR



## NOTES

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# NACPA Convocation 2025: SCHEDULE AT A GLANCE

SUNDAY, APRIL 27	
11:00 a.m. – 1:30 p.m.	Film Screening: <i>Cabrini</i> <b>Location: Olympus</b>
12:30 – 1:15 p.m.	Cathedral Tour (45 Min, transportation provided; return to hotel by 1:45)
2:00 – 3:00 p.m.	New Member Orientation - Open to Members, Meet the NACPA Board and new NACPA Friends <b>Location: Sundance</b>
3:00 – 3:15 p.m.	Divine Mercy Chaplet <b>Location: Sundance</b>
3:30 – 4:15 p.m.	HR Certificate Program Alumni Reception <b>Location: Sundance</b>
5:00 – 6:00 p.m.	<b>OPENING LITURGY</b> <b>Location: Our Lady of Lourdes Catholic Church</b> (4:45 depart for Our Lady of Lourdes; transportation provided from hotel)
6:15 – 7:15 p.m.	Social and Opening Ceremony <b>Location: Exhibit Hall</b>
MONDAY, APRIL 28	
7:00 – 8:30 a.m.	Continental Breakfast <b>Location: Exhibit Hall</b>
7:00 – 7:30 a.m.	Mass <b>Location: Sundance</b>
7:30 – 8:00 a.m.	Morning Prayer <b>Location: Capitol Ballroom</b>
8:30 – 10:15 a.m.	<b>OPENING PLENARY: Sr. Norma Pimentel, MJ – Creating a Culture of Compassion and Kindness in the Workplace</b> <b>Location: Capitol Ballroom</b>
10:15 – 11:30 a.m.	BREAK <b>Location: Exhibit Hall</b>
11:30 – 1:00 p.m.	<b>CONCURRENT BREAKOUTS 1</b>
	<b>101</b> Leadership Skills Needed To Ensure a Workplace Culture of Wellbeing for the Employees and Ultimate Success of the Organization <b>Location: Olympus A</b>
	<b>102</b> Fostering a Culture of Belonging - Embracing Diversity <b>Location: Olympus B</b>
	<b>103</b> Managing the Employee Lifecycle: Pointers from Recruitment Through Separation <b>Location: Amethyst</b>
1:00 – 2:30 p.m.	Member Lunch / NACPA Meeting <b>Location: Capitol Ballroom</b>
2:30 – 2:45 p.m.	BREAK <b>Location: Exhibit Hall</b>
2:45 – 4:15 p.m.	<b>CONCURRENT BREAKOUTS 2</b>
	<b>201</b> Shield of Faith: The Ministerial Exception <b>Location: Olympus A</b>
	<b>202</b> Slam Dunk Team Building Strategies for Budgets of all Sizes <b>Location: Olympus B</b>
	<b>203</b> Communication and Evaluation System <b>Location: Amethyst</b>
5:00 – 5:30 p.m.	<b>Thank You SALT LAKE CITY Happy Hour!</b> <b>Location: Exhibit Hall</b>
TUESDAY, APRIL 29	
7:00 – 8:30 a.m.	Continental Breakfast <b>Location: Exhibit Hall</b>
7:00 – 7:30 a.m.	Mass <b>Location: Sundance</b>
7:30 – 8:00 a.m.	Morning Prayer <b>Location: Capitol Ballroom</b>
8:30 – 10:15 a.m.	<b>PLENARY 2: Zip Rzeppa – Building a Discipleship Culture: Strategies for HR Professionals in the Workplace</b> <b>Location: Capitol Ballroom</b>
10:15 – 11:30 a.m.	BREAK <b>Location: Exhibit Hall</b>
11:30 – 1:00 p.m.	<b>CONCURRENT BREAKOUTS 3</b>
	<b>301</b> A Perfect Storm: How Human Resources is Weathering Chapter 11 and Reimagining 61 Parishes into 30 <b>Location: Olympus A</b>
	<b>302</b> Innovate to Elevate: AI and Technology in HR and Benefits <b>Location: Olympus B</b>
	<b>303</b> DOL and Your Church Retirement Plan: Maximizing Plan Efficiency and Participant Outcomes <b>Location: Amethyst</b>
1:00 – 2:30 p.m.	Free Time, Lunch not provided. See App for area restaurants.
2:30 p.m.	<i>Exhibit Hall Closes</i>
2:30 – 4:00 p.m.	<b>CONCURRENT BREAKOUTS 4</b>
	<b>401</b> The "Jeopardy" that is HR in the Church <b>Location: Amethyst</b>
	<b>402</b> Beyond Peanut Butter: Meaningful Strategies for Internal Pay Equity <b>Location: Olympus A</b>
	<b>403</b> PANEL: Employee Benefits with a Catholic Lens 2.0, an update <b>Location: Olympus B</b>
4:00 – 4:15 p.m.	BREAK <b>Location: Exhibit Hall</b>
4:15 – 5:45 p.m.	<b>THREE ROUNDTABLES – (Attendance in one is mandatory to receive full recertification HRCI/SHRM credits)</b>
	<b>501</b> HR 101 – Unraveling the Threads - Addressing Your Unanswered HR Questions <b>Location: Olympus A</b>
	<b>502</b> Immigration and HR - Navigating Change <b>Location: Olympus B</b>
	<b>503</b> EAP - Bundled vs. Stand-Alone: Which Path is Right for Your Organization? <b>Location: Amethyst</b>
5:45 p.m.	<i>Sessions Conclude</i>
6:30 – 7:00 p.m.	Social <b>Location: Capitol Ballroom</b>
7:00 – 9:00 p.m.	Closing 2025 Awards Banquet <b>Location: Capitol Ballroom</b>
9:30 – 11:00 p.m.	Karaoke After Party <b>Location: Capitol Ballroom</b> <i>Cash Bar</i>

**Convocation Adjourned — Thank You! — See You in 2026!**



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