

NACPA
2022
ANNUAL
REPORT



TAKING IT
TO NEW HEIGHTS:
JUSTICE IN THE WORKPLACE

NACPA 2022 ANNUAL REPORT

NACPA: Human Resources professionals serving the church and committed to promoting justice in the workplace.

WHO WE ARE: The National Association of Church Personnel Administrators (NACPA) is the professional membership organization for all those serving in the church who have Human Resources responsibilities.

OUR MEMBERS: HR professionals, chancellors, finance and business managers, superintendents, pastors and principals.

OUR MISSION: NACPA promotes leadership in Human Resources, finance and administration that models Gospel values, promoting justice in the workplace.

OUR VISION: NACPA's members, board and staff will continue to be innovative leaders in providing quality standards of effective human resource practice, education, and service.

We believe that the church should model employment relationships that promote human dignity.

We believe that those employed by the church should participate in decisions that affect them and should receive just compensation.

OUR VALUES: Our values are based on our love of God expressed in the Gospels and the church's teachings and thus encompass respect for all persons, inclusive supportive relationships, ethical conduct, the dignity of work and commitment to excellence.

ON THE COVER:

Attendees at the NACPA convocation in Albuquerque traveled by cable car to see a sweeping view of the Sandia mountains.

Their journey was a fitting metaphor for the 2022 meeting theme, "Taking It To New Heights: Justice in the Workplace."

Photo credit: Jillian Green

WHAT WE'VE ACCOMPLISHED

UPDATE “Taking it to New Heights: Justice in the Workplace” was the theme of the 51st annual convocation. Delegates celebrated the opportunity to convene in person — and mark once again NACPA’s half century of accomplishments.

UPDATE NACPA On Demand moved into its third year, giving members a lively and informative forum for exploring leading industry issues.

UPDATE Consultation services were expanded and continue to provide important resources for members, including compensation administration services, organizational audits and priests’ and religious institutes’ personnel systems services, personnel handbook development and revisions, HR training—among others.

UPDATE The Fifth Certificate Program for Those Moving from Secular to Church HR Responsibilities was conducted. Its ongoing goal is to strengthen current and future HR leaders in our church.

UPDATE The webinar series moved into its sixth year. Timely topics included HR’s Role in Supporting New Pastors; Treating Employees with Respect and Dignity with a Foundation of Core Values That Are Lived Out; Understanding the Living Wage; Difficult Conversations and Social Justice in the Workplace.

UPDATE NACPA leaders continued to collaborate with other organizations including the Leadership Roundtable, Catholic Cares Coalition, Diocesan Fiscal Managers Conference, The Catholic Apostolate Center, Neumann University and the Executive Directors Network. The association also partners with SHRM and HRCI as approved recertification providers.

UPDATE Growing our membership and diocesan representation continues to be in the forefront.

UPDATE Convocation dates in review:
Albuquerque May 1 - 3, 2022
Baltimore April 30 - May 2, 2023
Kansas City, MO April 14 - 16, 2024





NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

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December 2022

Dear NACPA Members,

Without doubt the highlight of 2022 was our national convocation in Albuquerque. It is a beautiful city, blessed with the vibrant Archdiocese of Santa Fe. We are most grateful to archdiocesan leaders for their generous support and collaboration that helped make this event one of our most successful.

Santa Fe means “holy faith,” so it was fitting that we titled our meeting “Taking it to New Heights: Justice in the Workplace.” We needed both faith and perseverance to delve into topics ranging from ministerial exceptions, diversity and protecting our ministry, performance reviews in a flexible workplace, OSHA regulatory compliance and ACA compliance—for starters.

We were fortunate to have outstanding keynote speakers and session presenters. The end result garnered high marks from members, exhibitors and sponsors.

We are pleased to report that membership is growing and our consultation services are increasingly popular. The webinar series continues to be well received and the On Demand initiative has proven a helpful resource for participants. This year also marked our fourth successful Certification Program.

We are grateful to our Board of Directors for their talents and commitment and to Bishop Edward J. Weisenburger. It was a special joy that the bishop traveled North to our 51st convocation, driving almost 900 miles round trip from Tucson to Albuquerque to be with us. Thank you, bishop, for serving as our Episcopal Moderator and continuing your great support for our HR profession and ministry.

Sincerely,



A handwritten signature in black ink that reads 'Regina Haney'.

Regina Haney, Ed.D.
Executive Director



A handwritten signature in black ink that reads 'Eileen Cull Valdez'.

Eileen Cull Valdez, SPHR, SHRM-SC
President, Board of Directors



Roman Catholic
Diocese of Tucson

Office of the Bishop

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

December 2022

To All Members of NACPA,

In the past I have applauded our members for their expertise and commitment to their profession. Our bishops recognize your vital and challenging roles in our dioceses, parishes, schools and religious congregations. Wherever the Church is, justice in the workplace must be in the forefront. Your willingness to “take it to new heights” is a blessing and I am grateful to you.

Looking back on 2022, I was delighted to attend the NACPA convocation. I am grateful to Archbishop John Wester for the warm welcome that he extended to our delegates visiting his historic archdiocese. I was particularly honored to celebrate the opening liturgy with the archbishop in the beautiful San Isidro de Capilla.

I continue to be thankful to the dedicated and talented Board of Directors, led by President Eileen Cull Valdez. NACPA is further blessed with several active and talented committees which assist the organization in convocation, webinar and On Demand planning as well as finance, marketing and the Certification Program activities. Dr. Regina Haney also deserves our deepest thanks for her innovation, vision and steadfast dedication to the association’s mission.

I am happy to add my congratulations to five exceptional NACPA 2022 awardees: Mary Santi (Vision Award); Father Frank Donio (Leadership Award); Joseph Smith (Outstanding Service Award) and both Elizabeth Allen and Beverly Escamilla (Board of Directors Awards).

May God bless you abundantly,



+ Edward J. Weisenburger

Most Reverend Edward J. Weisenburger
Bishop of Tucson



The map above notes consultation services through mid 2023. Past and future convocation sites also are pinpointed. The yellow dot signifies consultations and the red is for convocation sites.

State	CONSULT	CONVOCAION
Alabama		
Birmingham	●	
Alaska		
Fairbanks	●	
Arizona		
Phoenix	●	● 2003, 2014
Tucson	●●●	
California		
Los Angeles	●●●	● 1990, 2005
Oakland	●●	● 1986, 1997
Colorado		
Denver	●●	● 2001
Connecticut		
Wilton	●●	
District of Columbia		
Washington	●●●	● 2000
Florida		
Miami	●	
Orlando		● 2002, 2008
St. Petersburg	●	
Tampa		● 2012, 2013
Hawaii		
Honolulu	●	
Illinois		
Chicago/Oak Brook	●	● 1987, 1996, 2009, 2010
La Grange	●	
Springfield	●	
Techny	●	
Indiana		
Ferdinand	●	
Gary	●	
Indianapolis	●●	● 2011
South Bend	●●●	
Iowa		
Clinton	●	
Des Moines	●●●	
Dubuque	●	
Kentucky		
Maple Mount	●	
Louisiana		
Baton Rouge	●	
Lafayette	●	
New Orleans		● 1994
Shreveport	●●●	
Maine		
Portland	●	
Maryland		
Baltimore		● 1992, 2021, 2023
St. Paul		● 1991
Michigan		
Detroit	●●	
Kalamazoo	●●●	
Massachusetts		
Springfield	●	
Missouri		
Kansas City		● 2024
O'Fallon	●●	
St. Louis	●●	● 1989, 2007
New Mexico		
Albuquerque		● 1993, 2022
New York		
Niagara Falls		● 2018
Rochester	●	
Syracuse	●	
Ohio		
Cincinnati		● 2004
Cleveland	●	
Columbus	●	● 1995
Toledo	●	
Oklahoma		
Oklahoma City		● 2016
Oregon		
Portland	●	
Pennsylvania		
Altoona-Johnstown	●	
Philadelphia		● 1988
Pittsburgh		● 1995
Scranton	●	
South Carolina		
Greenville		● 2015
Tennessee		
Nashville		● 2017
Texas		
Beaumont	●●●●	
Dallas	●	
Fort Worth		● 1998
Southeast	●	
San Antonio		● 1995, 2019
Utah		
Salt Lake City	●	
Wisconsin		
Green Bay	●●●	
El Salvador		
San Salvador (CRISPAZ)	●	
Virginia NACPA National HQ		
Alexandria	●	
2121 Eisenhower Avenue Suite 200 Alexandria, VA 22314		
CANADA Ontario		
Toronto		● 1988

NACPA BY THE NUMBERS

51 YEARS OF SERVICE TO THE CHURCH

515 MEMBERS

162 ARCH/DIOCESES HAVE NACPA MEMBERS

15 CONSULTATIONS

5 WEBINARS

5 ON-DEMAND: FORUM DISCUSSIONS

15 CERTIFICATE PARTICIPANTS

8 BOARD COMMITTEES

45 COMMITTEE MEMBERS COMPRISED OF BOARD MEMBERS, MEMBERS AND ASSOCIATION STAFF

NACPA CONVOCAATION

The association held a successful convocation featuring these inspiring keynote speakers:



CHRIS LOWNEY

**Become the Spiritual Leader
You Always Wanted To Be**

Chris is an international speaker on leadership and ethics and the author of *Everyone Leads: How to Revitalize the Catholic Church* and *Pope Francis—Why He Leads the Way He Leads*.



KIM DANIELS

**Faith in Action: The Catholic
Church and Public Policy**

Kim is the co-director of Georgetown University's Initiative on Catholic Social Thought and Public Life and an adjunct professor in the Department of Theology and Religious Studies.



HIGHLIGHTS FROM NACPA 2022



BOARD OF DIRECTORS, ASSOCIATION STAFF AND BOARD COMMITTEES

NACPA is led by a visionary and dedicated Board of Directors who generously give their time and talents to advancing justice in the workplace. In addition, the association is grateful for the counsel provided by its board committees.

Board of Directors

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Please note: The Board and Committee members represent the 2022-2023 roster. The current list appears on the NACPA website, www.nacpa.org.

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A BRIEF HISTORY OF THE NATIONAL ASSOCIATION

1971–1974

The National Federation of Priests Councils (NFPC) established the association as a personnel group, with the initial plan that it would serve priests. Rev. Dan Johnson was named chairperson. The first meeting was held at the Waldorf Astoria in New York and women were present—as observers. By 1972 a Constitution Committee was organized, led by Sister Elizabeth Mulholland and Rev. Jack Kinsella. The NACPA name was chosen and a decision was made to include all those working in personnel. Rev. Johnson of Hartford became the first president.



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

1975–1979



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

Rev. Jack Catoir became president through 1978 when Rev. Phil Sehir assumed the position. The 1976 convocation theme resonates to this day: "Limited Resources: Human and Financial." The 1979 national meeting was held in the Greater Cincinnati area and the theme was far-reaching: "Toward the Year 2000." Membership was 488.

1980–1984

In 1980 the president was Rev. Joe Graffis and the convocation explored "Bridge Builders and Prophets." Sister Elizabeth Cashman S.D., was president for the 1981 meeting in Milwaukee and Sister Mary Ann Barnhorn, SNDdeN, was executive director. During this time frame it was clear that members of the laity were growing in NACPA's numbers. Membership was now at 678. The 1984 convocation held in Boston marked a shift to a national perspective and agenda.



In Boston the agenda turned to a national perspective.

1985–1989

Bishop Tom Costello served as the Episcopal Liaison and Sister Chris Matthews, OP, was executive director. The convocation themes during

this period included "Multicultural Gifts," "New Wine, New Wineskins," "Stewardship: The Meeting of Gospel and Management," "Just Treatment: Vision and Reality" and "Personnel Ministry: Open to the Future." In 1989 the new Episcopal Liaison was Bishop Robert Brom and membership topped 1,000.

Multicultural Gifts

**Just Treatment:
Vision and Reality**

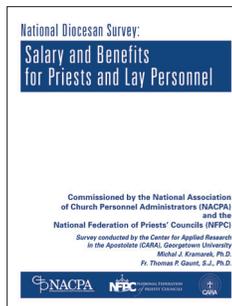
**Personnel Ministry:
Open to the Future**

**Stewardship:
The Meeting of Gospel and Management**

New Wine, New Wineskins

1990–1994

The first Diocesan Salary Survey was conducted in 1990 and in that same year a meeting with the bishops explored emerging personnel issues. The convocation themes ranged from diversity to leadership and justice—to opportunities for the year 2000 and beyond. Sister Patrice Hughes, SC, served as director of program services and exhibits were now featured at the convocation. In these years, NACPA criss-crossed the country, with meetings in Los Angeles, St. Paul, Baltimore, Albuquerque and New Orleans.

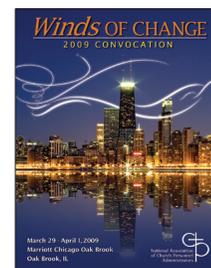


1995–1999



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

Parish job descriptions and pay manuals were developed. Rev. Edward T. Pratt served in the national office as a human resource consultant. The laity now dominated membership. In 1996 the 25th anniversary celebration was held in Chicago. In 1998, the first Vision Award was presented to Colleen Branagan and the next year that honor went to Msgr. Colin McDonald. The mission statement was revised and a Performance Appraisal Manual was developed. In 1999 the convocation held its first gathering outside the U.S., convening in Toronto.



Chicago was the 2009 convocation site.

2000–2004



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

"Liberty with Justice" was the theme for the Washington, D.C., convocation in 2000. Bishop David Zubik was named the Episcopal Moderator—a position that he held for 17 years. The convocation met in Orlando in 2002. Carol Fowler was the new president. The NACPA Leadership Award was bestowed on The National Pastoral Life Center. The association created Standards for Workplace Justice.

2005–2014

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



NACPA celebrated its 35th anniversary in St. Louis.

OF CHURCH PERSONNEL ADMINISTRATORS

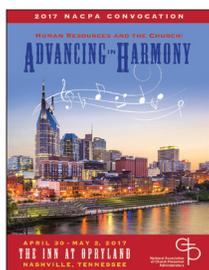
2015–2017

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



Dr. Regina Haney became the new Executive Director.

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

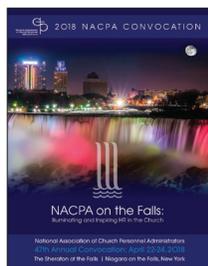


Nashville was the 2017 convocation site.

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

2018–2019

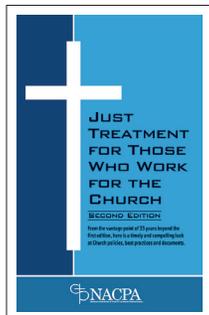
Niagara Falls in the Diocese of Buffalo was the site of the 2018 convocation. Carol Fowler received the Vision Award and Archbishop Gregory Aymond, Bishop of New Orleans, became the Episcopal Moderator. The Certificate Program for Those Moving from Secular to Church HR Responsibilities was launched.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



Niagara Falls was the 2018 convocation site.

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

Just Treatment for Those Working in the Church was the centerpiece of the year's accomplishments. Thirty-three years after its first



publication, this new edition continues to be a vital resource that has been acclaimed by church leaders. A new Study Guide has made it even more accessible for parish and diocesan use.

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

2020–2021

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 introduced NACPA OnDemand for Today's Church HR Issues. The program has supported members as they have addressed ever-evolving issues in the workplace.



Bishop Edward J. Weisenburger

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.



Maureen Fontenot, NACPA 2021 Vision Awardee.

2022



Mary Santi was honored with the 2022 Vision Award.

2022 NACPA continued a year-long celebration of its founding 50 years ago. The Archdiocese of Santa Fe hosted its convocation with the theme: Taking it To New Heights: Justice in the Workplace.

Consultation services continued to be in the forefront with the NACPA team conducting organizational audits and providing compensation studies among other topics.



NACPA Presidents

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

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.

SPONSORSHIP

NACPA is grateful for the generous sponsors who support the mission of the association to promote justice in the workplace. The board of directors, members and staff are thankful for the engagement and encouragement of these organizations and individuals cited below.



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BAS MyEnroll³⁶⁰

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Gallagher

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USI

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(GRS)

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SPONSORSHIP OPPORTUNITIES

DIAMOND Contributions of \$10,000 and above

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 as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024). 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 convocation program, a salute from NACPA leadership at the opening and closing sessions, year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024). Platinum sponsors are invited to introduce one of the plenary speakers.

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

As a Gold member, sponsors receive a half-page ad in the printed convocation program, a special salute from NACPA leadership at the opening and closing sessions and year-long

recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024).

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 as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024).

FRIEND Contributions between \$250 and \$999

As a Friend, sponsors receive recognition in the convocation program and year-long recognition on the Sponsors webpage as well as a full booth in the NACPA 2023 Members Virtual Exhibit Hall (through April 2024).

For more information contact
Regina Haney, Executive Director
(571) 551-6064
E-mail: www.nacpa.org

Please note: A current list of sponsorship opportunities is available on the website, along with the complete list of sponsors from the 2023 convocation. Visit www.NACPA.org

NACPA 2022 ANNUAL REPORT

National Association of Church Personnel Administrators Statement of Financial Position

Audited Financial Statements as of June 30, 2022

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$ 134,920
Investments	911,002
Accounts Receivable	64,263
Prepaid Expenses and Deposits	7,755
Total Current Assets	1,117,940

Property and Equipment – Net	—
TOTAL ASSETS	\$1,117,940

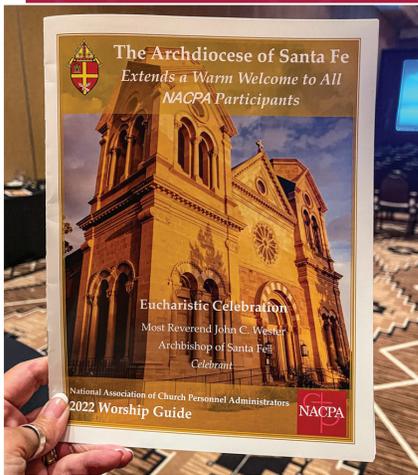
LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable & Accrued Compensation	\$ 50,375
Deferred Revenues	32,213
Total Current Liabilities – Total Liabilities	82,588

Net Assets

Without Donor Restrictions	1,035,352
TOTAL LIABILITIES AND NET ASSETS	\$1,117,940



NACPA SALUTES MEMBERS IN 2022

Five exceptional leaders were recognized by the association at the convocation in Albuquerque.



MARY E. SANTI
NACPA VISION AWARD



FR. FRANK DONIO
LEADERSHIP AWARD



JOE SMITH
OUTSTANDING SERVICE
AWARD



ELIZABETH ALLEN
WITH GRATITUDE
NACPA 2022
BOARD OF DIRECTORS



BEVERLY D. ESCAMILLA
WITH GRATITUDE
NACPA 2022
BOARD OF DIRECTORS



WELCOME TO **NACPA 2024** APRIL 14 - 16



KANSAS CITY — HEARTLAND OF AMERICA



Co-Hosts Carol Anne Hoppins, HR Director, Diocese of Kansas City-St. Joseph, MO and Bob Roper, HR Director, Archdiocese of Kansas City in Kansas, extend a warm welcome to delegates attending NACPA's 53rd annual convocation.

The KCSJ Diocese is **HOME TO 124,000 CATHOLICS** and **93 PARISHES/SCHOOLS**.

The KC Archdiocese has **181,000 CATHOLICS** and **120 PARISHES/SCHOOLS**.



KC is also nationally known for its **BBO** and recognized as the home of **BLUES/JAZZ** and the **NEGRO BASEBALL LEAGUE**. NACPA attendees may want to visit the area of **"18TH AND VINE"** which is the part of town where Jazz/Blues began and the site of the Negro Baseball Museum.

NACPA CONSULTATION SERVICES

NACPA can support you and your organization during this complex time.

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

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
- Organizational audits

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

NACPA has other services that you may need:

- Development and updates of compensation systems
- A review of compensation and benefits programs
- Administrative and organizational audits
- Priests' and religious institutes' human resources services
- Training for those with HR responsibilities at the local level
- Human resources management training
- Contracting for ad hoc compensation services on an as-needed and hourly basis

CONTACT US

Regina Haney, Ed.D. | Executive Director

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