



2024 ANNUAL REPORT

WE'RE
NOT JUST
ANYONE'S HR.
**WE'RE
GOD'S HR.**

 **NACPA**

NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

2024 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 is the professional membership organization for all those serving in the church with human resources responsibilities.

OUR MEMBERS: HR professionals, chancellors, finance and business managers, school 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 COMMITMENT: NACPA members, board and staff pledge to be innovative leaders in providing quality standards of effective human resource practice, education and service.

OUR VISION AND VALUES: The Church should model employment relationships that promote human dignity. Church employees should participate in decisions that affect them and receive just compensation.

Our values are based on our love of God expressed in the Gospels and the Church's teachings. These include respect for all persons, supportive relationships, ethical conduct, recognizing the dignity of work and commitment to excellence.

OUR STEADFAST BELIEF: We're not just anyone's HR. We're God's HR.

*Top: Rev. Lawrence J. Sullivan, NACPA board member (left) at the opening liturgy at Visitation Catholic Church during the convocation in Kansas City.
Bottom: Bishop James V. Johnston, Jr., celebrant.*



What We've Achieved

CONVOCATION. Our successful 53rd annual convocation was held in the Diocese of Kansas City—St. Joseph in collaboration with the Archdiocese of Kansas City. Archbishop Joseph F. Naumann and Bishop James V. Johnston, Jr. warmly welcomed delegates.

NACPA OnDemand provided HR Leaders with a dynamic forum to explore complex and sometimes controversial industry issues through the lens of the Church.

CONSULTATION SERVICES gave diocesan members cost-effective resources to address compensation, organizational audits, priests' and religious institutes' personnel systems services and staff training.

THE CERTIFICATE PROGRAM FOR THOSE MOVING FROM SECULAR TO CHURCH HR RESPONSIBILITIES,

launched in 2018, continues to strengthen current and future leaders in our Church. There are 117 graduates to date.

THE HR PRIMER CERTIFICATE FOR THOSE IN THE CHURCH WORKPLACE

a new initiative, helps HR leaders train parish and school personnel.

THE WEBINAR SERIES in its eighth year addressed timely and critical concerns including Is Your Health Plan Catholic? How do You Know?; Ministerial Exception; AI Part II How do you use AI? How useful is it? What are the pros and cons?; Disaster Preparedness and Managing an Intergenerational Catholic Workplace.

PARTNERSHIPS remain paramount in NACPA's outreach and expanding member services. Among our collaborators are: the Leadership Roundtable, Diocesan Fiscal Managers Conference, The Catholic Apostolate Center, Neumann University and the Executive Directors Network.

CONVOCATION DATES IN REVIEW.

Kansas City, MO April 14-16, 2024

Salt Lake City April 27-29, 2025

New Orleans April 19-21, 2026



December 2024

Dear NACPA Members and Supporters,

“Getting to the Heart of the Matter” was the theme for the association’s convocation in the heartland of America — Kansas City, Missouri. We were warmly welcomed by the Archdiocese of Kansas City in Kansas and the Diocese of Kansas City—St. Joseph. More than 250 delegates, diocesan representatives, exhibitors, presenters and other supporters met to explore timely and complex HR issues, seek spiritual renewal, gain valuable professional credits and network.

Beyond the convocation, getting to the core of the matter is an ongoing goal at NACPA. “What We’ve Achieved” on page one highlights vibrant and consequential initiatives including the webinar series, the OnDemand forum, consultation services and a certification program as well as the HR Primer initiative.

The depth and scope of our achievements are made possible through a dedicated Board of Directors and the engaged and talented committee members who provide financial guidance, marketing and communications counsel and strategic planning direction.

We also are deeply grateful to Bishop Edward Weisenburger, our episcopal moderator, for networking with his fellow bishops to promote the importance of NACPA diocesan representation.

Our thanks this year includes diocesan leaders in Kansas City for their exceptional collaboration as well as the talented keynote speakers and presenters and generous exhibitors and sponsors.

Throughout the year we are supported by webinar and OnDemand leaders as well as gifted presenters and mentors who make the certification program and HR Primer possible.

“We’re not just anyone’s HR. We’re God’s HR” began as a note card, but resonated so strongly with members that it has catapulted to the cover of this annual report. In fact it hits the heart of the matter — who we are and why we promote justice in the workplace.

Sincerely,



Regina Haney, Ed.D.
Executive Director



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 2024

To All Members and Supporters of NACPA,

“We’re not just anyone’s HR. We’re God’s HR.” For me and my fellow bishops the theme of this report has special meaning. In recent years the world of Human Resources has become increasingly complex. Industry leaders cite strategic workforce planning, organizational culture, talent acquisition and retention and the hybrid work model among the top compelling issues.

Given these challenges, it’s vital to have the support and guidance of NACPA members — HR leaders whose values are grounded in their love for God expressed in the Gospels and the Church’s teachings. This is certainly one of the many reasons my fellow bishops hold the HR leaders in their arch/dioceses in such high esteem.

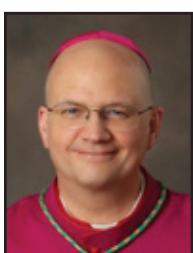
Among those bishops are Archbishop Joseph F. Naumann of the Archdiocese of Kansas City in Kansas and Bishop James V. Johnston, Jr. of the Diocese of Kansas City—St. Joseph who generously welcomed NACPA 2024 convocation delegates to the heartland of America.

At that Kansas meeting our annual awardees were celebrated: Ricardo Serrano; Archbishop Thomas Wenski and Lisa Pinto of the Archdiocese of Miami; Phil Bushnell and Eileen Cull Valdez. Eileen also led a dedicated convocation planning committee.

Dr. Regina Haney, our executive director, has worked with vision and resilience to make NACPA a key and essential membership choice for church HR directors. Of special note, Regina has recruited talented members to join seven highly effective board committees, thus exponentially expanding our outreach and service.

I also thank you, our members and supporters, for your fidelity and service. Through your often challenging work and commitment, you demonstrate each day that you’re not anyone’s HR. You are truly God’s HR.

May the dear Lord bless you abundantly,



Most Reverend Edward J. Weisenburger
Bishop of Tucson
Episcopal Moderator, NACPA

On March 18, 2025 Bishop Edward J. Weisenburger was installed as the Archbishop of Detroit.

WHERE WE SERVE

JULY 1, 2024 – JUNE 30, 2025



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.

State	CONSULT	CONVOCATION	State	CONSULT	CONVOCATION	State	CONSULT	CONVOCATION
Alabama			Kentucky			Oklahoma		
Birmingham	●		Maple Mount	●		Oklahoma City		● 2016
Alaska			Louisiana			Oregon		
Fairbanks	●		Baton Rouge	●		Portland	●	
Arizona			Lafayette	●		Pennsylvania		
Phoenix	●●	● 2003, 2014	New Orleans		● 1994, 2026	Altoona-Johnstown	●	
Tuscon	●●●●		Shreveport	●●●●		Baden	●	
California			Maine			Philadelphia		● 1988
Camarillo	●		Portland	●●		Pittsburgh		● 1995
Los Angeles	●●●●●	● 1990, 2005	Maryland			Scranton	●	
Oakland	●●●	● 1986, 1997	Baltimore		● 1992, 2021, 2023	Villa Maria	●	
San Jose	●		Silver Spring	●		South Carolina		
Colorado			Massachusetts			Greenville		● 2015
Denver	●●	● 2001	North Easton	●		Tennessee		
Pueblo	●		Springfield	●		Nashville		● 2017
Connecticut			Michigan			Texas		
Wilton	●●		Detroit	●●		Austin	●	
District of Columbia			Kalamazoo	●●●		Beaumont	●●●●●	
Washington	●●●●●	● 2000	Minnesota			Dallas	●	
Florida			St. Paul		● 1991	Fort Worth		● 1998
Miami	●		Missouri			Southeast	●	
Orlando	●	● 2002, 2008	Bridgeton	●		San Antonio	●	● 1995, 2019
St. Petersburg	●●		Kansas City		● 2024	Utah		
Tampa		● 2012, 2013	O'Fallon	●●		Salt Lake City	●●	● 2025
Hawaii			St. Louis	●●	● 1989, 2007	● Virginia NACPA National HQ		
Honolulu	●		New Mexico			Alexandria	●	
Illinois			Albuquerque			2121 Eisenhower Avenue		
Chicago/Oak Brook	●●	● 1987, 1996, 2009, 2010	New York	●		Suite 200 Alexandria, VA 22314		
La Grange	●		Niagara Falls		● 2018	Wisconsin		
Springfield	●		Rochester	●		Green Bay	●●●●	
Techny	●		Syracuse	●		El Salvador		
Indiana			Ohio			San Salvador (CRISPAZ)	●	
Ferdinand	●		Cincinnati	●●●	● 2004	CANADA Ontario		
Gary	●●●		Cleveland	●●		Toronto		● 1988
Indianapolis	●●●	● 2011	Clinton	●				
South Bend	●●●●		Columbus	●●●	● 1995			
Iowa			Tiffin	●				
Des Moines	●●●●		Toledo	●				
Dubuque	●		Toronto	●				

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.



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

- This CEU program assists HR and business professionals in a Catholic workplace move to HR administration.
- Topics have included:
 - The Identity and Mission of the Church
 - Catholic Social Teaching in the Church Workplace
 - The Role of Canon Law as it Pertains to HR Administration
 - Nuts and Bolts of HR through the Lens of the Church, Parts 1 and 2
- Since its founding in 2018, 117 participants have achieved certification.



Convocation.

- Annual three-day convocation
- Great locations
- Professional and spiritual renewal
- Outstanding keynote speakers
- Opening liturgy celebrated by the local ordinary
- Daily Mass and prayer services
- Workshops provide insights into current HR issues
- SHRM and HRCI credits
- Awards banquet
- Exhibition with a wide variety of vendors.



Ann Garrido



Deacon Larry Oney



Archbishop William Lori



Kim Daniels



Mark Kamp

Consultation Services.

- Strategic guidance to help members navigate furloughs, job consolidations, reorganizations, pay freezes, salary structure changes, diocesan clergy personnel handbook development and reviews, personnel policies and procedures handbook and reviews and organizational audits.
- 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.
- Conduct organizational audits to identify inefficiencies and compliance gaps, providing actionable insights for improvement.
- Review and refresh personnel handbooks, ensuring they are fully compliant with current state and federal laws and crystal clear.

New HR Primer Certificate for Those in the Church Workplace.

- A new initiative, the certificate addresses key human resources disciplines, geared to our Catholic workplace.
- Learn basic principles and benefit from structured discussions and case studies.
- Addresses diocesan priorities under the direction of the HR director.
- HR Primer offers arch/dioceses a new initiative, helps HR leaders tailor to diocesan needs and serving pastors, principals, administrative staff and others with HR responsibilities.

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

- A place where members can meet with confidence via Zoom to discuss challenges and solutions.
- Recent topics focused on welcoming international clergy, women religious and lay employees into the diocese, religious community and/or parish.
- Limit Burnout for You and Your Team by Beginning from Within.

Webinars 2023-2024.

- Series of five webinars offered annually, pinpointing key issues and presenting top notch experts in their fields.
- Webinars are archived for ongoing reference.
- Topics to check out:
 - Compensation - Resources at the Ready
 - The Department of Labor's Proposed Rule on the Salary Threshold for Exempt Status Under the FLSA: What You Need to Know and What You Can Do Now
 - Organization Wellbeing and the Power of Leader Influence
 - Gender Identity - All Are Welcomed: What to Say About It, Things to Consider, What's the Fallout, Getting Support
 - AI through the Lens of HR

Annual Living Wage Updates.

- This is NACPA's annual estimate of the living wage - the minimum pay rate necessary for adult workers to maintain a basic living standard.

A Brief History of NACPA: 1971-2025

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

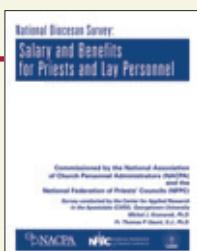
Rev. Jack Catoir became president through 1978 when Rev. Phil Sehir assumed the position. The 1976 convocation theme resonates to this day: "Limited Resources: Human and Financial." The 1979 national meeting was held in the Greater Cincinnati area and the theme was far-reaching: "Toward the Year 2000."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



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

1990–1994

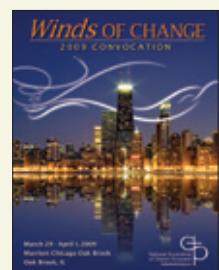
The first Diocesan Salary Survey was conducted in 1990 and in that same year a meeting with the bishops explored emerging personnel issues. The convocation themes ranged from diversity to leadership and justice—to opportunities for the year 2000 and beyond. Sister Patrice Hughes, SC, served as Director 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.



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

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.



Chicago was the 1998 convocation site.

2015–2017

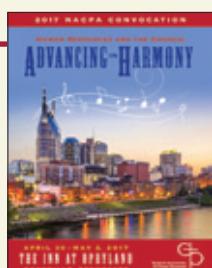
In 2015 the Board of Directors named Dr. Regina Haney as the new Executive Director. Dr. Haney previously had served for 25 years as an Executive Director with the National Catholic Educational Association (NCEA), the largest professional education association in the world. The Board also relocated NACPA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

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

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.



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

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.

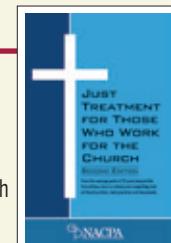
2018–2019

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.

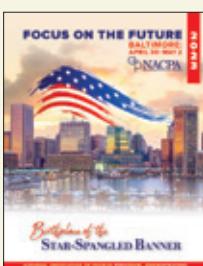
2023

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,



Mary Kessler

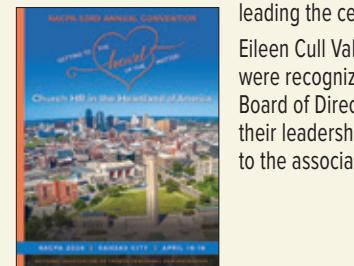
2021—virtual) with a visionary theme: “Focus on the Future.” Archbishop Lori celebrated the opening liturgy at the historic Basilica of the Assumption.



Baltimore was the 2023 convocation site.

2024

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.



Kansas City was the 2024 convocation site.



Archbishop Thomas Wenski



Lisa Pinto

AWARDEES 2016 – 2023

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

2023 Baltimore

MARK CHOPKO
VISION AWARD

FR. EUGENE POCERNICH
LEADERSHIP AWARD

MARY KESSLER
OUTSTANDING SERVICE AWARD

2022 Albuquerque, New Mexico

MARY E. SANTI VISION AWARD

FR. FRANK DONIO LEADERSHIP AWARD

JOSEPH T. SMITH
OUTSTANDING SERVICE AWARD

ELIZABETH ALLEN
SERVICE AWARD

BEVERLY D. ESCAMILLA
SERVICE AWARD

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

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

TERRY ROBINSON VISION AWARD

ARCHDIOCESE OF CINCINNATI
THE BOARD AWARD

TERRI WILHELM
BOARD SERVICE AWARD

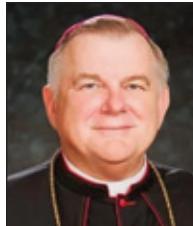
NACPA Salutes Members in 2024

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



VISION AWARD **RICARDO SERRANO**

NACPA Consultant,
Former HR Director,
Diocese of Tucson



LEADERSHIP AWARD **ARCHDIOCESE OF MIAMI**

ARCHBISHOP THOMAS WENSKI
Archdiocese of Miami



LISA PINTO

Senior Director of Human Resources



SERVICE AWARD **PHIL BUSHNELL**

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



SERVICE AWARD **EILEEN CULL VALDEZ**

Director of Human Resources,
Diocese of Des Moines

Board of Directors, Members and National Office

The Board and Committee members represent the 2024-2025 roster. The current list appears on the NACPA website.

EXECUTIVE COMMITTEE



Annabelle Baltierra



Tina Kohrman



Tiara Hatfield

BOARD OF DIRECTORS

Episcopal Moderator

Bishop Edward J. Weisenburger

Diocese of Tucson

On March 18, 2025 Bishop Edward J. Weisenburger was installed as the Archbishop of Detroit

President

Annabelle Baltierra, SPHR, SHRM-SCP

Former Senior Director of Human Resources
Archdiocese of Los Angeles
Los Angeles, CA
annabelle.b07@gmail.com

President-Elect

Tina Kohrman

Director of Human Resources
Diocese of Belleville
Belleville, IL
tkohrman@diobelle.org

Treasurer

Tiara Hatfield, MBA, SHRM-CP

Director of Human Resources and Risk Management
Diocese of Davenport
Davenport, IA
hatfield@davenportdiocese.org

MEMBERS

Lisa Pinto, SPHR, SHRM-SCP

Senior Director of Human Resources
Archdiocese of Miami
Miami Shores, FL
lpinto@theadom.org

Rob Reid, JD

Director of Human Resources
Archdiocese of Cincinnati
Cincinnati, OH
rreid@catholicaoc.org

Sarah Fogler, SPHR, SHRM-SCP

Chief Human Resources Officer
Diocese of Richmond
Richmond, VA
sfogler@richmonddiocese.org

Joy Doyle, MBA, SHRM-CP

Director of Human Resources
Sisters of St. Joseph
Baden, PA
jdoyle@stjoseph-baden.org

Rev. Lawrence J. Sullivan

Pastor, Christ the King Parish, Chicago,
Archdiocesan Director of Catholic
Cemeteries
Archdiocese of Chicago
Chicago, IL
lsullivan@archchicago.org

On February 20, 2025, Rev. Lawrence J. Sullivan was installed as Auxiliary Bishop of Chicago

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

Executive Director
NACPA
Alexandria, VA
nacpa@nacpa.org

NATIONAL OFFICE

2121 Eisenhower Avenue, Suite 200
Alexandria, VA 22314
Phone: 571-551-6064

Regina M. Haney, Ed.D.
Executive Director
Phone: 571-551-6064
nacpa@nacpa.org

Jessica Randazzo
Project Manager
jrandazzo@nacpa.org

Jillian Green
Project Manager
jgreen@nacpa.org

Brian Patterson
Finance Manager
bpatterson@nacpa.org

Barbara A. Keebler
Director Marketing & Communications
bkeebler@nacpa.org

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 Crespin	2003	Mr. Thomas P. Conklin
1984	Rev. David McDonald	2005	Ms. Diane Bach
1985	Sr. Sheila Kelly, GNSH	2008	Sr. Joyce Soukup, SSJ-TOSF
1986	Mr. Eugene Hackbarth	2010	Ms. Terry Robinson
1987	Rev. J. Cletus Kiley	2012	Msgr. Patrick Pollard
1988	Sr. Elizabeth Wendeln, SCN	2014	Ms. Terri Wilhelm
1989	Rev. Donald Thimm	2016	Ms. Maureen Fontenot
1990	Deacon William Umphress	2018	Rev. Edward T. Pratt
1991	Mrs. Mary Kessler	2020	Ms. 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.

NACPA 2024 Annual Report

National Association of Church Personnel Administrators

Statement of Financial Position

Audited Financial Statements as of June 30, 2024

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$ 99,515
Investments	1,136,186
Accounts Receivable	73,839
Prepaid Expenses and Deposits	7,056
Total Current Assets	1,316,596
Property and Equipment – Net	—
TOTAL ASSETS	\$1,316,596

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable & Accrued Compensation	\$ 32,959
Deferred Revenues	31,344
Total Current Liabilities – Total Liabilities	64,303
Net Assets	
Without Donor Restrictions	1,252,293
TOTAL LIABILITIES AND NET ASSETS	\$1,316,596



NACPA BY THE NUMBERS

AS OF JUNE 30, 2024



53 Years of Service
to the Church

Total Active
and Graced
508



Arch/Dioceses
NACPA Members
155

Archdioceses **35** | Dioceses **120**



35 Consultations
Includes ongoing
2025 projects

Webinars
5



OnDemand:
Member Discussions
4

Certificate
Participants
21



7 Board
Committees

30 Committee
members
comprised of
board members,
members and
association staff



BOARD COMMITTEES

NACPA collaborates with members by establishing seven Board committees. Their members have the opportunity to shape the direction of the association as they carry forth its mission to seek justice in the workplace.

COMMITTEE CHAIRS



Eileen Cull Valdez
Executive Committee Chair
Convocation Chair



Tiara Hatfield
Financial Committee Chair
Marketing/ Membership Committee Chair



Elizabeth Allen
Webinar Design Team Chair



Maureen Fontenot
Certificate Program Chair



Beverly Escamilla
OnDemand Chair

THE SEVEN BOARD COMMITTEES

Executive
Finance
Marketing/ Membership
Convocation
Webinar Design Team
Certificate Program
OnDemand

Bishop Johnston greets convocation delegates following the opening liturgy at Visitation Catholic Church, Kansas City, Missouri (top)

NACPA Sponsors

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.



Diamond

Mutual of America Financial GroupSM
Gallagher

Platinum

Christian Brothers Services
Catholic Benefits Law
NACPA Board of Directors

Gold

Archdiocese of Los Angeles
BAS MyEnroll360
Catholic Cemeteries, Archdiocese of Chicago
Key Benefit Administrators, Inc.
Paylocity
Bishop Edward J. Weisenburger

Silver

Archdiocese of St. Louis
The Miller Group
Reta Trust
St. John Vianney Center
USI
VIRTUS Programs

Friend

Catholic Recruiter Associates
Matthias Group
Solidarity HealthShare

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. 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*

As a Gold member, sponsors receive a half-page ad in the printed and digitized convocation program,

a special salute 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*

As a Friend, sponsors receive recognition in the convocation program and year-long recognition on the Sponsors webpage.

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

Please note: A current list of sponsorship opportunities is available on the website, along with the complete list of sponsors from the 2024 convocation. Visit www.NACPA.org.



Faith at Work

NACPA 2026

APRIL 19-21, NEW ORLEANS, LOUISIANA

FOLLOW YOUR NOLA
Network. Ongoing Learning. Achievement.



NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

2121 Eisenhower Avenue, Suite 200 Alexandria, Virginia 22314

571-551-6064 | www.NACPA.org



NACPA