


NACPA CONSULTATION SERVICES



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

CONTACT US

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HELP
DURING

COMPLEX
TIMES

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

We can offer strategic guidance as you navigate:

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

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

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

MEET OUR CONSULTANTS



Shannon Drohman has 25 years in compensation and HR, including designing compensation and classification programs.
shannon@compensationconnections.com



Mary Kessler has more than 35 years of human resource experience in a church environment.
maryrkessler@outlook.com



Kathy Marek brings more than 20 years experience in compensation and HR and has served as a compensation analyst.
kathy@compensationconnections.com



Ricardo Serrano served as the Director of Human Resources for the Diocese of Tucson for 14 years and worked in HR with the IBM Corporation.
rserrano4@cox.net



Jim Smith has extensive HR background, including working with the Archdiocese of San Antonio.
emailjim@gmail.com

WHAT OUR

CLIENTS SAY

TESTIMONIALS

We are so fortunate to have found and to be working with Shannon Drohman. She has been such a God-send to us; she asks the right questions and provides guidance and direction so we can make appropriate compensation decisions for our organization. Her communication and organizational skills have been exemplary, and our leadership team is impressed and pleased that we are working with her. I would absolutely recommend this service to anyone looking for compensation expertise for their organization.

—Jennifer Clemens, Assistant Director of HR, Archdiocese of Seattle

This past year we requested a market analysis from NACPA to benchmark some of our positions to the current labor market. They not only did an analysis of the positions we needed but also went well above and beyond. In addition to the detailed market analysis of our positions, they also provided greater market insight, trending, and so much more. The amount of information and detail they presented was far above our expectations.

Our expectations were exceeded in both the information and timeliness in which it was received. They were terrific working with us and explained everything in great detail. I would highly recommend them for your labor market analysis needs.

*—Paul Doell, Staffing Manager, St. Luke Benefit & Insurance Services Corp.
Serving the Diocese of Green Bay*

NACPA and Mary Kessler came in to our Diocese with experience, knowledge, and a true desire for the betterment of our organizational structure and assist us in creating a well-defined compensation program. We are glad to know that NACPA with a focus on Catholic organizations is available with these services as well as other resources to assist us in our work.

—Deacon Michael Straub, Director, Human Resource at Diocese of Shreveport, Louisiana

The Diocese of Lafayette employed the services of NACPA for providing comprehensive consultations for both, compensation and organizational structure. We were very pleased with the services provided by Mary Kessler, who is the epitome of professionalism. Mary is very knowledgeable in HR processes and compensation structures and has a gift for communicating this with all parties involved; directors and support staff, as well as the Bishop and his Senior Staff. The final recommendations presented have provided us with a timeless resource in our continuing efforts to provide a workplace that reflects Justice and Integrity, enabling us to more efficiently and effectively serve the people of the Diocese of Lafayette.

—Maureen Fontenot, PHR, SHRM-CP, Chancellor, Diocese of Lafayette

The Diocese of Honolulu's Chancery Office called upon NACPA for an organizational analysis to assist the Bishop in making future decisions about structure and service to our parishes, schools and Catholic communities. We were extremely blessed to have Mary Kessler of NACPA assigned to this project as Mary assisted our Diocese with a similar initiative in the past that led to improvements in the capacity of the human resources function. The process of gathering information, speaking to stakeholders and communication with all those involved was done in an extremely professional way leveraging technology but still valuing face to face interaction. Just as important, the process ensured that all those involved had an opportunity to provide feedback and made people feel comfortable doing so. The results were presented clearly and with backup data, and action items to improve areas of opportunity were practical and achievable. We continue to use the information gathered through this project to assist us in decision making for the future. Thank you so much to NACPA for all you do for our Diocese and the Catholic faith.

—Dara Pereira, Director of Human Resources, Diocese of Honolulu

HIGHLIGHTS OF OUR EXPERIENCE WORKING WITH CATHOLIC ORGANIZATIONS

The NACPA project team has worked with a significant number of Catholic organizations, from those serving less than 200,000 Catholics to more than 4 million.

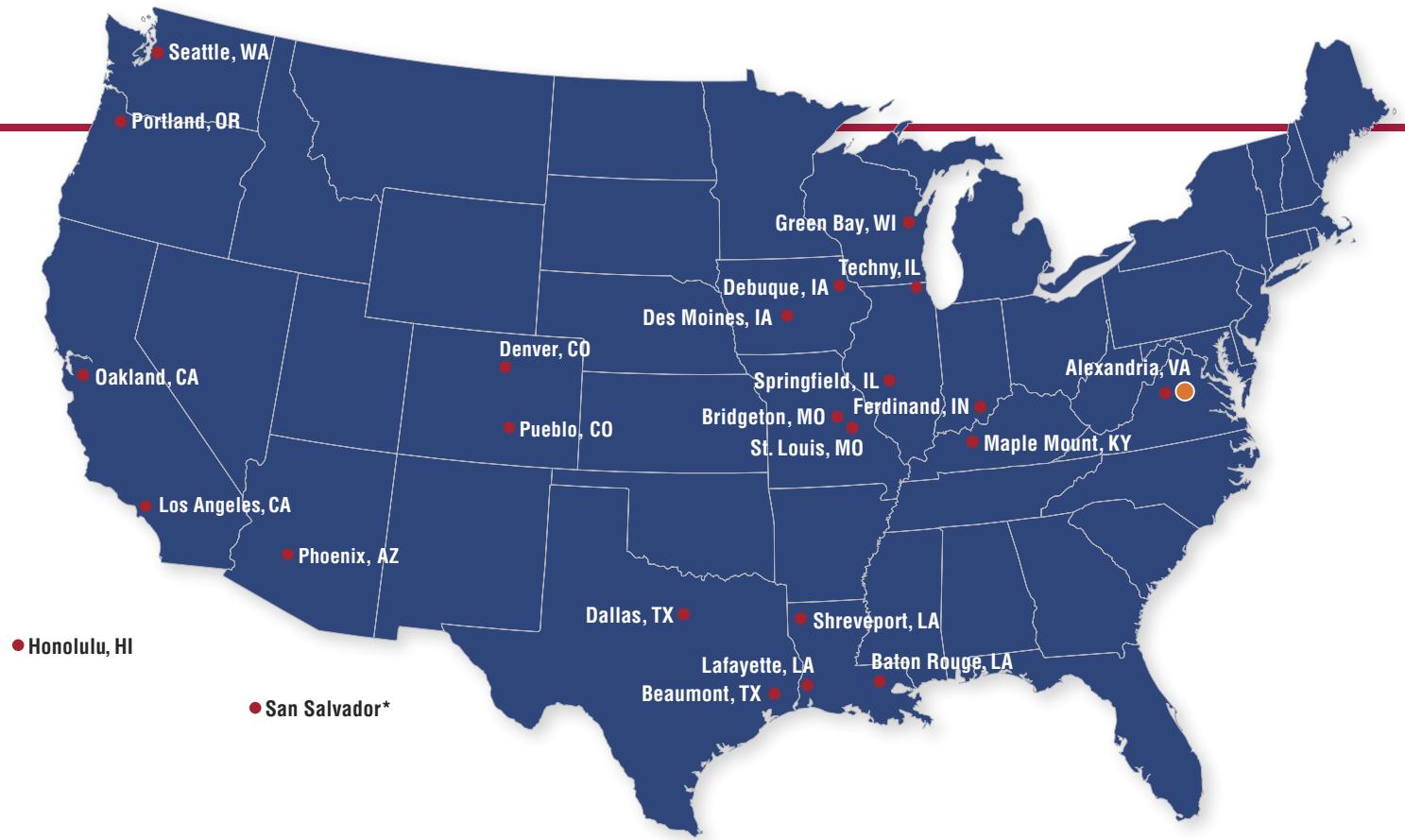
The primary deliverables of those projects included:

- Reviewing and developing all elements of an employee pay program including philosophy, policy and procedural statements
- Creating job analysis tools, conducting job audits and writing job descriptions
- Defining the job ranking/evaluation methodology
- Researching comparable job market data for all positions including designing and using a custom survey
- Developing a system of pay ranges that accounted for geographic differentials
- Analyzing employee pay from several aspects (market, compression, internal equity, etc.)
- Identifying implementation strategies, including specific methodologies for providing pay increases
- Creating and facilitating management training and employee communication sessions to ensure a clear understanding of the principles, mechanics and future utilization of the new pay system

WHERE WE

HAVE SERVED

Recent consultation services have been provided nationwide and in South America. The map pinpoints their locations and also features the location of our national office in the greater Washington D.C. area.



ARIZONA

Phoenix

CALIFORNIA

Oakland

Los Angeles

COLORADO

Denver

Pueblo

HAWAII

Honolulu

ILLINOIS

Springfield

Techny

INDIANA

Ferdinand

IOWA

Des Moines

Dubuque

KENTUCKY

Maple Mount

LOUISIANA

Baton Rouge

Lafayette

Shreveport

MISSOURI

Bridgeton

St. Louis

OREGON

Portland

TEXAS

Beaumont

Dallas

EL SALVADOR

San Salvador* (CRISPAZ)

VIRGINIA

Alexandria

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WASHINGTON

Seattle

WISCONSIN

Green Bay

*in process