

2017 NACPA CONVOCATION

HUMAN RESOURCES AND THE CHURCH:

ADVANCING^{IN} HARMONY



APRIL 30 - MAY 2, 2017
THE INN AT OPRYLAND
NASHVILLE, TENNESSEE


National Association
of Church Personnel
Administrators

NACPA SALUTES 2017 CONVOCATION SUPPORTERS

The Board of Directors, leadership and members of the National Association of Church Personnel Administrators are deeply grateful to the following for their tremendous support and generous gifts of time and talent:

The Diocese of Nashville Planning Committee

Terry Robinson
Therese Williams

The Diocese of Nashville

The Most Reverend David R. Choby, Bishop of Nashville
Rick Musacchio
Very Rev. David R. Perkin, V.G., J.C.L.
Rita Shade

Sunday Evening Mass

St. Joseph Contemporary Choir, Saint Joseph Church, Madison, Tennessee
Jeffery A. Hall, music director

Monday Morning Prayer

Avery Bright, violinist

Tuesday Morning Prayer

Emily Chicoine, flautist



The NACPA 2017 Convocation Committee

Maureen Fontenot
Regina Haney
Barbara Keebler
Rev. Ed Pratt
Jessica Randazzo
Eileen Cull Valdez, Chairperson

2017 NACPA CONVOCATION

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SHRM/HRCI CREDIT OVERVIEW

-  <http://www.hrci.org/afc-seal-2017>
The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.
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DIOCESE OF NASHVILLE

OFFICE OF THE MOST REVEREND DAVID R. CHOBY, D.D., J.C.L., BISHOP OF NASHVILLE

April 30, 2017

My Dear Brothers and Sisters in Christ,

On behalf of the Diocese of Nashville, I extend a warm welcome. I am so pleased that you chose our diocese for your convocation and that you will mark your 46th meeting here.

Congratulations to all members and supporters of the National Association of Church Personnel Administrators on achieving this benchmark in your history.

NACPA's mission to ensure that Gospel-based values are infused in the workplace and that employees are treated with dignity and justice is a great gift to both our Church and country. I congratulate you for your commitment and for your success in achieving these inspiring goals.

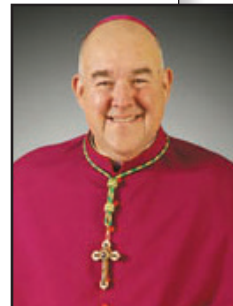
While I know that your agenda is a busy one over the following days, I am so pleased that you will gather with many of our diocesan leaders as you pray, learn and worship together. I also hope that you will have some time to explore our city and visit our beautiful Cathedral of the Incarnation.

May the Lord bless your convocation and all the good work that you do each day in His name. Wishing you every blessing I am

Sincerely yours in Christ,

David R. Choby

Most Reverend David R. Choby
Bishop of Nashville



Office of the Bishop

Diocese of Pittsburgh

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April 30, 2017

Dear Sisters and Brothers in Christ:

Let me take this opportunity to extend my heartfelt congratulations to the National Association of Church Personnel Administrators as you begin your 46th convocation in Nashville.

I am grateful for your commitment to provide leadership, guidance, resources and inspiration to Church personnel in human resources, financing and administration for more than half a century.

It has been my particular honor to serve as NACPA's Episcopal Liaison for 16 years. With this convocation, my tenure will conclude; however I will always be grateful for the opportunity to work with you to help advance justice in the workplace.

Through your efforts the Church models employment relationships that promote human dignity. Our parishes, schools and pastoral centers are better able to reveal the merciful face of the Father to all in our Catholic workplaces because of your commitment.

May the Lord continue the good work he has begun in you. And may our Blessed Mother continue to guide and protect you.

Grateful for our belief that "Nothing Is Impossible with God," I am

Your brother in Christ,

David A. Zubik

Most Reverend David A. Zubik
Bishop of Pittsburgh
Episcopal Liaison to NACPA





April 30, 2017

To all NACPA Attendees, Exhibitors and Supporters,

On behalf of the Board of Directors, I am pleased to welcome you to our annual convocation.

When members recently rated the benefits of association membership, I am delighted to report that participation in the annual meeting was listed among the top three. Thus our convocation unfolds tonight on this hopeful note.

NACPA has worked diligently with HRCI and SHRM to ensure that our program is rich in professional credits. In particular, I think you will enjoy our distinguished and diverse keynote speakers. The workshop selections provide excellent resources but also serve as meeting grounds for delegates to get to know each other. We also gather to celebrate – and network – at an opening Social and closing Banquet.

Our Sunday liturgy and daily prayers are inspiring and refreshing. I am thankful to Jeffery Hall, music director, and the choir and musicians for leading our worship.

In the coming days I look forward to renewing friendships and forging new ones. I extend a special note of gratitude to my colleagues in the Diocese of Nashville for their warm collaboration and hospitality. And I thank all of you for making this meeting a success with your presence, your eager participation and, most of all, your passion for our ministry.

Sincerely,

Maureen Fontenot
Board President, PHR, SHRM-CP

2050 Ballenger Avenue • Suite 200 • Alexandria, VA 22314-6847
703.746. 8315 • nacpa@nacpa.org • www.nacpa.org



April 30, 2017

Dear NACPA Delegates, Exhibitors and Supporters,

Welcome to our 46th annual convocation. I am so pleased that you have made the journey to Music City. Your ongoing commitment to NACPA and its mission to promote justice in the workplace is cause for a celebration. I look forward to toasting you at our opening social.

Let me also recognize those who have helped make this meeting possible. Thank you, Bishop David Choby and Father David Perkin, for welcoming us to the Diocese of Nashville. We also extend our gratitude to Terry Robinson, Therese Williams, Rick Musacchio, Jeffery Hall and their colleagues. I thank our board of directors and the planning committee for their considerable support as well.

As you walk through our lively exhibition, you will see firsthand another group of individuals who deserve a round of applause. Our exhibitors and supporters help underwrite this national gathering and their generosity is further noted in this program.

In this beautiful diocese we are surrounded by energy, vision and hope – a powerful combination as we seek to learn, network and plan for the future. I am particularly pleased that our meeting will begin with Mass with Father Perkin as celebrant and include inspiring prayer services throughout the week – yet another gift from the diocese.

So I invite you to enjoy the days ahead and experiment with a new resource this year - our convocation APP. Jessica Randazzo, NACPA's project manager, has been working on this technological tool for several weeks and I'm sure it will add yet another informative and interesting dimension to NACPA 2017.

Sincerely,

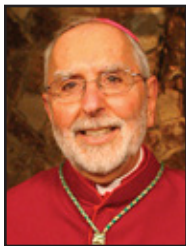
Regina Haney, Ed.D.
Executive Director

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PLENARY SESSIONS

PROGRAM AND WORKSHOPS

MONDAY, MAY 1 8:45 – 10:15 A.M.



HR IN THE CATHOLIC CHURCH: HOW THE BISHOPS ARE ADDRESSING COMPLEX NEW HR ISSUES TO ENSURE JUSTICE IN THE WORKPLACE. HOW WILL HR DIRECTORS PROVIDE CONTENT AND COUNSEL IN LIGHT OF THIS?

The Most Rev. Gerald F. Kicanas
Bishop of Tucson

In today's increasingly complicated world, the U.S. Bishops are facing employment issues that demand close study and sensitivity. Industry leaders cite same sex marriage, protection for LGBTQ individuals, accommodations for a diverse workplace, the redefinition of who is entitled to overtime pay and increases in minimum wages among the top HR challenges. As arch/dioceses wrestle with these and ongoing issues such as leadership development, succession planning and

compensation, the HR director provides context and counsel to recommend HR programs, practices and policies. Bishop Kicanas, who served as Vice President for the United States Conference of Catholic Bishops (USCCB) and has been in the forefront urging more effective communications in the Catholic Church, will explore HR and the Church today – and whether the HR director should always be a vital voice in the bishop's cabinet.

About the speaker. Bishop Kicanas is the seventh bishop of Tucson. He obtained his licentiate in Sacred Theology from the University of St. Mary of the Lake in Mundelein. He was ordained April 27, 1967, and then earned a Ph.D in Educational Psychology and an M. Ed in Guidance and Counseling. In 1995 Pope John Paul II named him Auxiliary Bishop of Chicago and Titular Bishop of Bela. He was named Coadjutor Bishop of Tucson in 2001 and then Bishop of Tucson in 2003. Bishop Kicanas has served as Vice President of USCCB. In 2010 Cardinal Francis George appointed him chairman of the Board of Directors of Catholic Relief Services. **1.5**

MONDAY, MAY 1 3:30 – 5:00 P.M.



ADMINISTRATIVE SERVICE AS A CHRISTIAN VOCATION

Rev. Donald Senior
C.P., Chancellor

The Catholic Theological Union

Paul the Apostle listed administrative service as one of the "gifts" of the Spirit. Yet some of us who

work in religious or not-for-profit institutions view administrative tasks as a "necessary evil" or fail to see it as an authentic form of Christian discipleship. This presentation will highlight the biblical foundations for the various dimensions of administrative service and its essential role in the witness of the Church to the world. To see administrative service

as a biblically rooted gift can help those involved in this way of life find deeper and more satisfying spiritual meaning in what they do.

About the speaker. Rev. Donald Senior, C.P., is president emeritus, chancellor and professor of New Testament Studies at the Catholic Theological Union (CTU) in Chicago. Fr. Senior served as president of CTU for 23 years before retiring in 2013. He was named chancellor in 2015 by the CTU Board of Trustees. Fr. Senior is the general editor of *The Bible Today* and co-editor of the 22-volume international commentary series, *New Testament Message*. He has authored and edited many books and articles, including *The Gift of Administration: New Testament Foundations for the Vocation of Administrative Service*. Fr. Senior holds a licentiate in Theology (S.T.L.) and a doctorate in New Testament Studies (S.T.D.) from the University of Louvain, Belgium. donald@ctu.edu

TUESDAY, MAY 2 8:45 – 10:15 A.M.



HOW TO DEAL WITH DIFFICULT PEOPLE WITHOUT LOSING YOUR COOL OR COMPASSION — A KEYNOTE "COURSE" FOR HR PROFESSIONALS

Jodee Blanco

Author, *Please Stop Laughing At Me*

If you've ever dealt with a difficult person, whether an employee in your charge, a colleague or a superior, this presentation will give you a fresh perspective on why they are behaving as they are, how to get through to them and how to determine the root of the problem. Participants will learn how to identify patterns in their own behaviors that may be making things worse when interacting with someone difficult. They also will then learn how to self-correct in the moment, utilizing compassion-centric techniques inspired by

core Christian values. Ms. Blanco will provide tools to establish clarity of communication with anyone, no matter how trying he or she may be. She will demonstrate how to disarm defensiveness and how to engage with empathy and understanding. This presentation will underscore how to lead with truth and compassion and provide advice on how to gently but firmly refocus the irate, unreasonable or uncooperative person and elevate the atmosphere from one of animosity to growth.

About the speaker. Survivor, expert and activist Jodee Blanco is one of the country's leading voices on the subject of bullying. She is the author of the New York Times best-selling memoir, *Please Stop Laughing At Me...One Woman's Inspirational Story*. The book follows her years as a student outcast and inspired a movement among bullying victims everywhere of all ages. A prolific writer and speaker, Jodee is frequently sought by the media for expert interviews and has been featured on national broadcasts and in major publications. **1.5**

SUNDAY, APRIL 30

1:00 – 4:00 p.m. Exhibit Setup

2:00 – 5:30 p.m. Registration **Room: Atrium**

Take this opportunity to submit your suggested topic(s) for the Tuesday Roundtable Sessions.

3:30 – 4:45 p.m. **NEW MEMBERS ORIENTATION** **Room: Brentwood**

5:00 – 6:00 p.m. Convocation Opening and Eucharistic Liturgy

6:00 – 7:00 p.m. Social – NACPA Celebration

MONDAY, MAY 1

7:30 – 8:00 a.m. Continental Breakfast **Room: Atrium**

8:00 – 8:30 a.m. Opening Prayer **Room: McGavock Ballroom**

8:45 – 10:15 a.m. **PLENARY SESSION** **Room: McGavock Ballroom**

HR IN THE CATHOLIC CHURCH: HOW THE BISHOPS ARE ADDRESSING COMPLEX NEW HR ISSUES TO ENSURE JUSTICE IN THE WORKPLACE. HOW WILL HR DIRECTORS PROVIDE CONTENT AND COUNSEL IN LIGHT OF THIS?

THE MOST REV. GERALD F. KICANAS, Bishop of Tucson **1.5**

10:15 – 11:00 a.m. Exhibits, Networking and Refreshments

A survey of members confirms that networking is one of the key benefits of NACPA's convocation. Now's the time to reach out to peers, exchange ideas and share strategies. Members gather from different dioceses and positions, but are connected by the Gospel-driven values shared in work and ministry.



Cheekwood Estate & Gardens



Nashville Zoo

PROGRAM AND WORKSHOPS

MONDAY, MAY 1

11:00 a.m. – 12:15 p.m. **WORKSHOP SESSIONS I**

101 WHAT WILL LIFE BE LIKE FOR HR DIRECTORS AND BUSINESS MANAGERS? FINDING SERENITY IN TURBULENT TIMES Room: Bellevue

ED ISAKSON, Director of Human Resources, Archdiocese of Indianapolis

Challenges for Human Resource directors and business managers abound. There are limited budgets for staffing; increasing costs for salaries and benefits; greater regulatory compliance obligations and increased risks of burnout. Moreover, balancing work and family with a 24/7 schedule is demanding. This session explores two visions of life in the future: An externally-driven, fast-paced life and one that is internally-driven, centered in prayer and focused on values. Self-care for leaders includes spiritual, physical, social and intellectual suggestions with reflections on St. Ignatius Loyola, a model for leaders of today and tomorrow.

About the speaker. Ed Isakson serves as Director of Human Resources in the Archdiocese of Indianapolis. During the past 24 years, Ed has participated in many improvements in HR administration, involving child protection, employee benefits, personnel policies and employee relations. eisakson@archindy.org **1.25**

102 THE PLOT THICKENS: CANON LAW AND HR UPDATE Room: Donelson B

MARY SANTI, Chancellor, Executive Director of Human Resources, Archdiocese of Seattle, Member, NACPA Board of Directors

As Americans, we have the obligation and the right to the free exercise of our religion. This session will explore ways in which to do so in the Human Resources discipline. The speaker will address religious freedom and church employment issues by applying canonical principles to the practice of Human Resources in the Church. HR professionals will receive advice on how to work through these issues applying canonical principals.

About the speaker. In addition to serving as executive director for the Archdiocese of Seattle, Mary Santi is the archdiocesan chancellor. Mary oversees a staff of 18 in the Human Resources, Benefits Services, Payroll Services and Safe Environment Offices. She has more than 30 years experience in Human Resources and has devoted her efforts to working in the Church for 20 years. A canon lawyer, Mary has served as an expert witness on behalf of the archdiocese in litigation and has a strong interest in religious freedom. MaryS@seattlearch.org **1.25**

THE ENTERTAINERS

What would a visit to Nashville be without meeting some legendary entertainers? “Elvis” and “Minnie Pearl” will welcome attendees at the opening social on Sunday evening. On Tuesday Rodney Kelley, Nashville’s magician, will headline a magical convocation evening at the NACPA Awards Banquet.



103 WHAT DOES THE FUTURE HAVE IN STORE FOR US? Room: Donelson A

BRIAN REYNOLDS, Director of Personnel and Planning, Chancellor, Archdiocese of Louisville

What changes in civil law, liability issues, federal labor laws and insurance regulations are impacting your work in the field of Church Human Resources? How have developments in ministry, new leadership models, growth of lay ecclesial ministers, Church financial issues and canon law practices raised new challenges for you? Participants will increase their understanding of contemporary issues and improve their capacity to respond to present and future developments and align their responses with their organization’s strategic direction and goals. Trends in Church ministry and Human Resources will be discussed and observations, experiences and questions are welcome. Attendees will be able to name key contemporary issues impacting human resources in the Church, learn which trends are likely to have the greatest impact in the coming years and consider how best to stay informed and respond to emerging challenges.

About the speaker. Dr. Brian Reynolds has served the Archdiocese of Louisville for more than 25 years as director of Personnel and Planning and as chancellor since 2002. In his work he oversees the administrative services of the archdiocese serving 110 parishes. In addition, Brian is an author, trainer and consultant, working with more than 100 dioceses and national organizations. He has taught courses at the university level in Ministry, Ethics, Leadership and Human Resources. Brian was the recipient of the 2003 NACPA Vision Award and the Benemerenti Papal Medal from Pope Francis in 2013. **1.25**

104 EMPLOYMENT LAW UPDATE FOR 2017 Room: Brentwood

MAUREEN MURPHY, Member, Kopon Airdo, LLC

HR personnel and organizational leaders are expected to keep advised and informed regarding current employment law issues in order to properly advise and lead their organizations. This session will bring participants current on changes to employment law. Participants will have time to discuss issues on the horizon based on pending legislation and cases on the Supreme Court docket. In addition, participants will brainstorm HR solutions and initiatives to respond to these issues.

About the speaker. Maureen Murphy is a member of Kopon Airdo, LLC. She represents not-for-profit organizations, including religious orders, universities, schools and social service organizations. Maureen focuses her practice on employment law and has defended numerous claims before the EEOC and state and local human rights agencies. Prior to joining Kopon Airdo, Maureen served as general counsel for the Archdiocese of Chicago and as senior counsel for its operational affairs, advising and representing archdiocesan entities, including parishes, elementary and secondary schools, the archdiocesan cemetery system and other agencies. Maureen received her law degree from Cornell University and her undergraduate degree, summa cum laude, in Business Administration from Loyola University Chicago. **1.25**

12:30 p.m. MEMBER LUNCH AND BUSINESS MEETING: INTRODUCTION OF CANDIDATES FOR NACPA BOARD OF DIRECTORS AND ELECTION Room: McGavock A

Rodney has performed in the area since 1985, starring in his own theater at the former Opryland USA theme park for many years. He has toured the world with the USO and performed at the Pentagon, receiving numerous awards from the Department of Defense for his service to our military personnel. Rodney has appeared with Dolly Parton, Waylon Jennings, Wynonna Judd and other Nashville personalities.

Originally from Trenton, Ohio, Rodney attended Xavier University in Cincinnati where he met a lifelong friend – NACPA’s Father Ed Pratt.



PROGRAM AND WORKSHOPS

MONDAY, MAY 1

Workshop Sessions 2

2:00 – 3:15 p.m.

201

RELUCTANT BUT HAPPY WARRIORS: HOW ONE GROUP EMBRACED THE RELIGIOUS LIBERTY CHALLENGE Room: Donelson A

SISTER CONSTANCE VEIT, Director of Communications, The Little Sisters of the Poor

The Little Sisters of the Poor were in the forefront in challenging the HHS Contraceptive Mandate. This session will provide an historical and spiritual reflection on how the Little Sisters moved from very timid and reluctant witnesses to happy warriors in the ongoing battle for religious liberty in our country. Sister Constance will conclude with a legal update on the Sisters' Supreme Court case and similar cases currently being defended by the Becket Fund for Religious Liberty that may impact Catholic organizations and institutions.

About the speaker. Sister Constance Carolyn Veit, LSP, serves as director of communications, the Little Sisters of the Poor. She has been a member of the Little Sisters for 30 years, working in direct service of the elderly, on the community's provincial leadership team and currently in vocation promotion and communications. Sister Constance has a bachelor's degree in Organizational Therapy and a master's in Health Care Administration with a concentration in Catholic health care leadership. serenity@littlesistersofthepoor.org

1.25

202

LEADERSHIP SKILLS FOR THE SENIOR HR EXECUTIVE Room: Donelson B

FRED VAN DEN HENDE, M.S., SPHR, SHRM-SCP, Director of Human Resources, Archdiocese of Chicago

Knowledge and the use of effective leadership skills can solve problems, persuade others and achieve goals. Specific leadership skills will be presented along with practical, pastoral applications of them and proactive outcomes in order to meet the arch/diocesan, parish, institutions, organization's needs. Furthermore, leadership is challenged to take risks. The importance of accepting this challenge will be discussed.

About the speaker. Fred Van Den Henden serves as the director of Human Resources for the Archdiocese of Chicago, a position he has held for 29 years. He also has taught a variety of HR disciplines to under graduate, graduate and MBA students at DePaul, National-Louis and Duquesne universities. A member of NACPA for more than 25 years, Fred also has served on the association's Board of Directors.

1.25

203

PANEL: HOW HR GETS A SEAT AT THE TABLE Room: Brentwood

ROB REID, Director of Human Resources, Archdiocese of Cincinnati

Regardless of the particular structure involved, Human Resources brings value to the organization whether it be HR as a separate, stand-alone department or an office of a larger department such as Finance. The panel will provide thoughts and strategies to promote the role of HR as a key partner; for example, to be more effective as an HR professional working within an existing organizational structure; to demonstrate to leadership the value that HR brings to the organization; and to advocate for a greater leadership role for HR within the organization.

About the speaker. Rob Reid has served as the director of Human Resources for the Archdiocese of Cincinnati since 2013. He received his Juris Doctorate from the University of Cincinnati College of Law and a bachelor of arts summa cum laude from Xavier University. For 20 years prior to joining the archdiocese, Rob worked as an attorney in the private practice of labor and employment law. Nearly half of that time in practice was spent representing the archdiocese in employment law matters. Rob is an avid believer in the pivotal role that Human Resources plays in any organization, knowing too well that addressing personnel issues can at times be a difficult and unwelcome task. Despite that fact, Rob encourages those in his archdiocese to be proactive in their utilization of HR services.

Business/Strategic 1.25

204

IT'S COMPLICATED: BEST PRACTICES FOR COMPLETING WORKPLACE INVESTIGATIONS Room: McGavock Ballroom

REBECCA STARR, SPHR, National Practice Leader, Human Resource Consulting, Arthur J. Gallagher & Co.

CHRISTINE HAGEN, SPHR, SHRM-SCP, Director of Human Resources, Diocese of Manchester, Treasurer, NACPA Board of Directors

This interactive session will provide HR managers and directors an opportunity to share best practices for completing workplace investigations. General employment policies around anti-harassment, discrimination and respectful behavior, including employment law, will be discussed along with solving case studies. Attendees will learn how to accurately plan for an investigation, complete and conclude investigations. Common mistakes will be addressed. Employment practices, including anti-harassment, discrimination and general respect in the workplace will be reviewed.

About the speakers.

Rebecca Starr, national practice leader, Human Resource Consulting, has extensive experience managing, reviewing and evaluating Human Resource functions. She specializes in tactical and strategic approaches to managing the HR function within organizations. With particular expertise in nonprofit, public entities, manufacturing and service organizations, Rebecca consults with her clients in the areas of Employee Relations, Policy Creation, Efficient Practices, Employment Law and Human Resource Administration. Prior to working with AJG, she served as a sales consultant with Dale Carnegie Training. Rebecca has an MBA from Northeastern Illinois University and holds a bachelor's degree in Business Management from Southern Illinois University.

Christine Hagen, SPHR, SHRM-SCP, is the director of Human Resources for the Diocese of Manchester. She has more than 25 years of generalist experience in the field, including work in the private sector, public education and, for the past 10 years, in the diocese. In her previous positions, Christine has been a Title IX coordinator and has conducted numerous employee investigations. Christine has an MBA from Southern New Hampshire University and holds a bachelor's degree in Business from Franklin Pierce University and a bachelor's degree in Education from the University of New Hampshire. Christine currently serves on the NACPA Board of Directors as Treasurer.

1.25

3:15 – 3:30 p.m. Exhibits/Networking

MONDAY MAY 1

Plenary Session

3:30 – 5:00 p.m.

Room: McGavock Ballroom

ADMINISTRATIVE SERVICE AS A CHRISTIAN VOCATION

REV. DONALD SENIOR, C.P., President Emeritus and Chancellor of Catholic Theological Union (CTU)

5:00 p.m.

Adjournment and Free Evening



Music Row: The Heart of Nashville

PROGRAM AND WORKSHOPS

TUESDAY, MAY 2

7:30 – 8:00 a.m. Continental Breakfast **Room: Atrium**

7:30 a.m. – 3:30 p.m. Exhibits Open

8:00 – 8:30 a.m. Opening Prayer

8:45 – 10:15 a.m. **PLENARY SESSION** **Room: McGavock Ballroom**

HOW TO DEAL WITH DIFFICULT PEOPLE WITHOUT LOSING YOUR COOL OR COMPASSION — A KEYNOTE “COURSE” FOR HR PROFESSIONALS

JODEE BLANCO, Author, *Please Stop Laughing At Me...One Woman's Inspirational Story* **1.25**

10:15 – 10:45 a.m. Exhibits/Networking

TUESDAY, MAY 2

10:45 a.m. – 12:00 p.m. **WORKSHOP SESSIONS 3**

301 EXCEL OR EXIT: MEDIOCRITY DOESN'T WORK IN THE CHURCH **Room: Donelson B**

LISA PINTO, Senior Director of Human Resources, Archdiocese of Miami (and a moderated panel consisting of several HR arch/diocesan leaders)

Certain problem employees plague pastors, principals and administrators – they coast; fall below expectations or undermine the mission of the parish or school by their behavior. Some employees in this category fall into an attitude of entitlement, mistakenly viewing tolerance of their poor performance as “mercy” and accusing supervisors addressing performance issues as being “unmerciful.” This workshop will start by providing the case statement for why “we as Church” should expect the best performance from employees and hold them accountable. Methods to address the employee who does not improve her/his performance will be reviewed, including an opportunity for remediation, followed by corrective action and discipline if needed. Valuable coaching advice will be presented, including how to respond to the charge that holding someone accountable is “unmerciful.”

About the speaker. Lisa Pinto serves as the senior director of Human Resources for the Archdiocese of Miami, providing HR programs, policies and support to parishes, schools and other entities in the southernmost tri-county area of Florida. The area is diverse in culture and languages, with the majority of Catholics born in other countries. Prior to coming to the archdiocese, Lisa served in a variety of HR roles in the news media. She also has worked in various capacities of education and ministry in the Catholic Church. **1.25**



Ryman Auditorium



The Belle Meade Plantation



Frist Center for the Visual Arts

302 THE MINISTERIAL EXCEPTION **Room: Brentwood**

MICHAEL MOSES, Associate General Counsel, The United States Conference of Catholic Bishops (USCCB)

The ministerial exception, a constitutional defense to certain types of workplace claims against religious employers, will be fully explored. In appropriate cases, this defense can help mitigate an organization's exposure to legal claims. Six key questions will be answered, including a description of the defense, when it applies, what types of claims it bars, which employees may assert it and how it is distinguishable from some other legal defenses. The session also will review the practical steps that may be taken to enhance an organization's ability to successfully invoke the exception as a defense.

About the speaker. Michael F. Moses is an associate general counsel with the United States Conference of Catholic Bishops (USCCB), where he works on a variety of matters, including labor and employment law, Church autonomy and conscience rights, pro-life and marriage issues, litigation and related legislative and regulatory developments. Michael received his undergraduate degree from the University of Notre Dame, his law degree from the University of Missouri at Kansas City School of Law and a master's in theology, vice masters, in theology from the Catholic University of America. He is a member of the D.C. and Maryland bars and has been admitted to practice before the United States Supreme Court and the U.S. Court of Appeals for the Fourth Circuit. **1.25**

303 BE READY - RESPONDING TO CRISIS **Room: Donelson A**

BRICE ALLEN, Supervisory Agent, Tennessee Department of Safety and Homeland Security, Office of Homeland Security's Bureau of Preparedness

No longer are business centers, schools or places of worship immune to the threat of crime and violence. While the worst may never happen, the key to an effective response is having a plan. This session will address best practices for how to protect your facility, how to develop appropriate response plans, how to train staff staff and how to partner with local response agencies.

About the speaker. Brice Allen is the supervisory agent for the Tennessee Department of Safety and Homeland Security, Office of Homeland Security's Bureau of Preparedness. He is a personal and physical security specialist and veteran law enforcement officer with more than 20 years of combined military, private security and public safety experience. Specializing in violent crime investigations, tactical operations and domestic terrorism, Brice has held assignments in Patrol, Investigations, Special Weapons and Tactics (S.W.A.T.) and Intelligence. He has spent the majority of his career studying crime and criminal behavior and how to best counter it. **1.25**

304 DIFFICULT PEOPLE—THE MASTER CLASS ON UNDERSTANDING, COMMUNICATING AND MANAGING EVEN THE MOST CHALLENGING PERSON **Room: McGavock Ballroom**

JODEE BLANCO, Author, *Please Stop Laughing At Me*

Anyone in HR or management knows firsthand how exhausting it can be working with a difficult person. How do you talk to someone who's resentful or closed-minded and motivate him to see what's in his best interest? How do you get a self-sabotaging person to rise above her issues for the common good? What shouldn't you say to an angry, bullying person and what should you say and do? What are the three tenants of credibility in communication and how do you apply those tenants to successfully win over even the most stubborn individual, inspire understanding and, most importantly, collaborate on viable solutions that you implement successfully together? In this comprehensive workshop, participants will learn how to transform a tense situation into an opportunity to forge a productive, rewarding partnership. Step-by-step guidelines and simple, practical intervention strategies will be presented to regain control and move forward with grace, compassion and strength.

About the speakers. Considered the “mother of the anti-bullying movement,” with her seminal New York Times bestselling book series, *Please Stop Laughing At Me*, Jodee Blanco is one of the most respected authorities on bullying. Whether she's helping a corporation navigate its way to a kinder, more compassionate workplace, inspiring a gym full of teens to a new level of tolerance and acceptance of others or motivating 3,000 educators at a Catholic convention on how to better handle difficult parents, Jodee's methods and techniques have redefined how people treat each other for nearly 30 years. She has been featured in major newspapers and on the CBS Evening News and is a regular expert commentator on bullying related and communication issues for CNN, HLN and FOX, among other networks. Major associations, including Special Olympics, NCEA, the Illinois Association of School Boards and the American School Counselors' Association, have endorsed her work. jodee@jodeeblanco.com **1.25**

PROGRAM AND WORKSHOPS

12:00 – 1:45 p.m. Lunch on your own

TUESDAY, MAY 2

1:45 – 3:00 p.m. WORKSHOP SESSIONS 4

401 MASTERING THE ART OF HR NEGOTIATION Room: Brentwood

JIM LUNDHOLM-EADES, Director of Programs and Services, National Leadership Roundtable on Church Management

All HR professionals find themselves at a negotiation table on a regular basis – but there are some distinctive aspects of negotiating in a Catholic Church environment. This session explores that uniqueness and takes lessons learned from masters of negotiation in the Catholic context. Three common situations will be explored to identify the difference between good negotiation in this environment and great negotiation. Real case studies will demonstrate the techniques HR professionals can use in the practice of their profession. Participants will understand the need for absolute clarity about the boundaries of their roles and how to apply negotiating skills. The session will provide a valuable frame of reference for all negotiating within the Church context that will be helpful in whatever role the HR professional is taking.

About the speaker. Jim Lundholm-Eades is currently Director of Programs and Services, National Leadership Roundtable on Church Management. He has more than 40 years of service in dioceses, parishes and Catholic schools including executive director of Catholic Charities, director of parish services and planning and associate director of Catholic education. jle@theleadershiproundtable.org **1.25**

402 WELLNESS ON A SHOESTRING Room: Donelson A

MATT HARTZ, Benefits Manager/Consultant, Catholic Mutual Group

How do arch/diocesan wellness plans in the Catholic Church affect you and your ministry? This session will outline the advantages and disadvantages, along with the successful formats used. HR professionals in the Church will learn how to improve the overall well-being of their employees and also potentially help reduce health care costs.

About the speaker. As benefits manager/consultant for Catholic Mutual Group, Matt Hartz reviews and analyzes the performance of client health plans, assists with new business acquisition, conducts marketing and renewal meetings and is a lead consultant with regard to PPACA and how it impacts the Catholic Church. Mhartz@catholicmutual.org **1.25**

403 GROWING DIOCESAN HISPANIC PRESENCE: HIRING AND SUPPORTING HISPANIC WORKERS Room: Bellevue

TERRI WILHELM, Human Resource Director, Diocese of Charlotte

ALICIA CORTI, Assistant Human Resources Director, Diocese of Tucson

More than 50 million people (or 16.4 percent of the U.S. population) are Hispanic. Given the statistics, it's vital for HR professionals to understand the challenges, benefits and unique needs that an increasing Hispanic workforce brings to the employer. Participants will be invited to share strategies and best practices, based on their experiences, including issues they have encountered and how they have resolved them. The session will provide a deeper understanding of hiring and supporting Hispanic workers. Attendees will benefit from learning the best practices and suggestions of other employers.

About the speakers. Terri Wilhelm is the Human Resource Director, Diocese of Charlotte and past president, NACPA Board of Directors. She has served the diocese for more than 27 years. Terri is the recipient of the association's 2016 Board Service Award for her leadership, vision and support for NACPA. TWilhelm@CharlotteDiocese.org.

Alicia Corti has worked in the Diocese of Tucson for more than 13 years, serving as Benefits Administration and Manager and for three years as Assistant Human Resources Director. Alicia's previous experience in HR includes banking and behavioral health. Acorti@diocesetucson.org **1.25**

404 MIDDLE MANAGERS IN THE CHURCH: ARE THEY DISAPPEARING? Room: Donelson B

MARY KESSLER, NACPA Consultant

With the increasing use of technology and the reduction in budgets, middle managers are becoming a shrinking group of employees in our workplaces. The session will look at how and why this is happening, as well as some possible strategies for addressing the issues. Many human resource departments and budgets are being reduced and this has an impact on both the HR director's own role as well as staffing challenges for positions within their organizations. In brief, attendees will review a snapshot of today's Church work environment; identify the issues leading to fewer middle managers and learn strategies for dealing with this new reality.

About the speaker. Mary Kessler has a diverse HR background, assisting parish and arch/diocesan staffs, Catholic Charities agencies, religious congregations and priest personnel directors in professional development and in creating personnel systems grounded in social teaching on workplace justice. Mary has served as director of Parish Personnel Services and as director of Human Resources in the Diocese of Richmond. For 10 years she was the director of Program Services for NACPA where she currently serves as a consultant. m.kessler@cox.net **Business/Strategic 1.25**

3:00 – 3:30 p.m. Exhibits / Networking / Refreshments

3:30 – 5:00 p.m. ROUNDTABLES Room: TBD

These roundtables are open-ended based on groupings of submitted questions. You may find yourself as the expert on certain topics or the person seeking counsel. The discussions are facilitated by NACPA members. You will be invited to submit questions for roundtable discussions. Most importantly, these 90-minute sessions are bound to be lively, entertaining and informative, thanks to your participation. **1.5**

Please note: These topics are chosen by attendees. Please come to the NACPA desk during registration to submit your suggested topic(s).

6:30 p.m. – Social – **Atrium**

7:00 – 9:00 p.m. **NCEA 2017 AWARDS BANQUET Room: McGavock A**

Adjournment



Music City Walk of Fame



Country Music Hall of Fame and Museum

SALUTING OUR BEST

THE NACPA 2017 AWARDS

THE NACPA 2017 VISION AWARD



MSGR. PATRICK POLLARD

Director of Catholic Cemeteries | Archdiocese of Chicago

The NACPA Vision Award was established to recognize exemplary vision on behalf of justice in the Church workplace and support for the association. This year the Board of Directors is pleased to present this honor to Msgr. Patrick Pollard, a long-time supporter and an articulate and committed leader of the association.

In his distinguished career, Msgr. Pollard has lived the mission of NACPA as archdiocesan director of Catholic Cemeteries in the Archdiocese of Chicago, serving 44 cemeteries employing hundreds of employees in the third largest U.S. diocese. He also is the current pastor of the historic Notre Dame de Chicago.

Msgr. Pollard served as NACPA president from 2012-2014. During that time he oversaw an in-depth analysis by the Board of Directors of the association's mission and future sustainability. This decisive and prescient initiative was key to strengthening NACPA and was the foundation for a successful 45th anniversary celebration in 2016.

As board president, he also initiated a bold and visionary planning process for the transition to a new executive director and relocation of the national office.

While the association depends on the commitment of its members to ensure justice in the workplace, Msgr. Pollard also has recognized that it requires financial support to thrive and grow. Over the years, he has steadfastly supported NACPA financially and the Archdiocese of Chicago has been an ongoing convocation sponsor.

Throughout his career and ministry, Msgr. Patrick Pollard has embraced the mission and values of NACPA and has played a pivotal role in the association's strong future. His innovations and insightful leadership have strengthened our organization, helping us address tomorrow's challenges and opportunities. In this spirit, he is a most deserving recipient of NACPA's Vision Award.

THE NACPA 2017 BOARD AWARD TO BISHOP DAVID ZUBIK



THE MOST REVEREND DAVID ZUBIK

Bishop of Pittsburgh | Episcopal Liaison to NACPA

The NACPA Board of Directors is conferring this distinctive award of gratitude to The Most Reverend David Zubik. For 16 years Bishop Zubik has served as the Episcopal Liaison for the association. NACPA has benefitted from his leadership and participation as he has advanced the mission of NACPA among his fellow bishops.

Bishop Zubik's tenure as Episcopal Liaison concludes with this convocation and it is a fitting time to salute his appreciation for our mission and encouragement for the association.

The bishop's ongoing and generous support as a sponsor also is appreciated by NACPA and the hundreds of diocesan human resource directors, business managers, pastors, religious order leaders and other personnel administrators whom we represent.

THE NACPA 2017 BOARD SERVICE AWARD



WILLIAM P. DALY

NACPA Consultant

The NACPA Board of Directors is honored to present the NACPA 2017 Board Service Award to William P. Daly, a long time consultant and former full-time staff member from 1989 - 2008. Bill's knowledge and leadership, primarily on compensation issues for dioceses, religious congregations, national organizations, Catholic Charities' agencies and other church organizations, has been invaluable. As NACPA survey director, he has coordinated several of the National Survey and parishes.

NACPA

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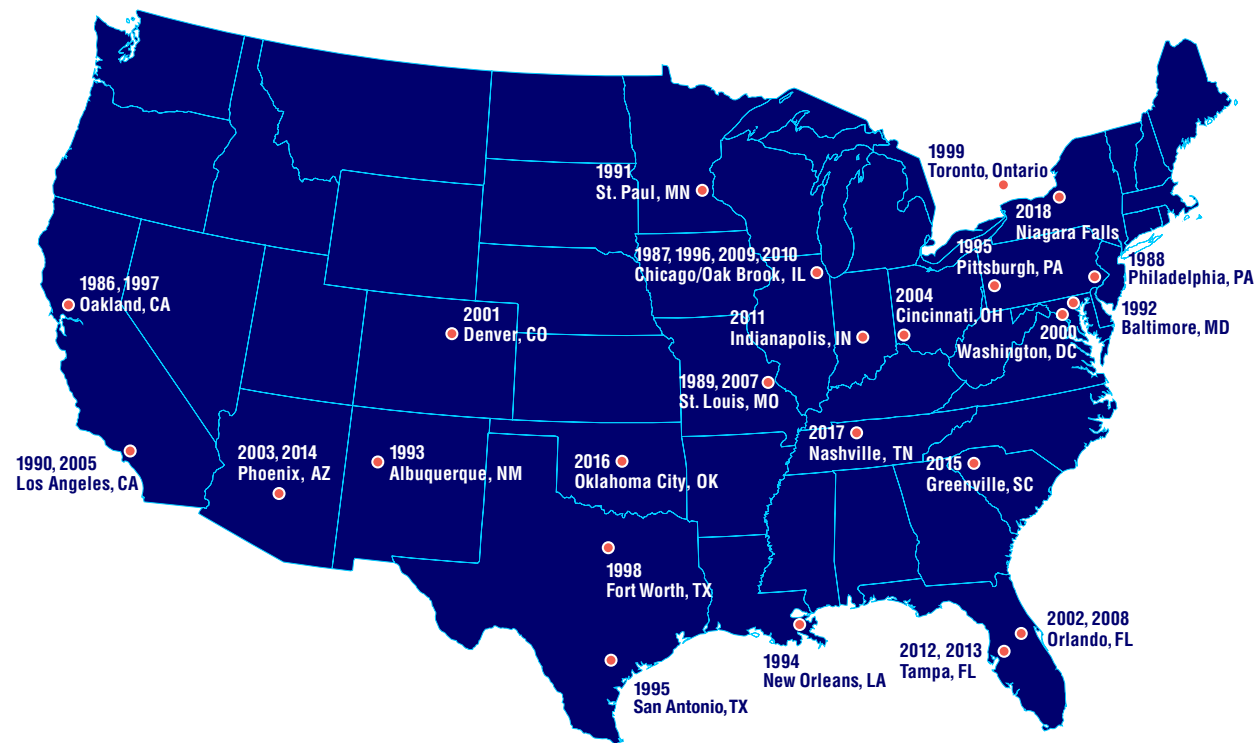
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Regina M. Haney, Ed.D. (ex officio)

Executive Director
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Email: nacpa@nacpa.org

WHERE IN THE USA IS NACPA?

The map below underscores the outreach of the association during its past 46 years. Of special note, this 2017 gathering is the largest since 2005 when delegates met in Los Angeles. Next up in 2018 is a brand new site – Niagara Falls, NY.



CONVOCATION LOCATIONS

Location	Year	Location	Year	Location	Year
San Antonio, TX	1985	Oakland, CA	1997	Joint Conference with Six National Organizations	
Oakland, CA	1986	Fort Worth, TX	1998	Orlando, FL – April	2008
Oak Brook, IL	1987	Toronto, Canada	1999	Oak Brook, IL	2009
Philadelphia, PA	1988	Washington, DC	2000	Oak Brook, IL	2010
St. Louis, MO	1989	Denver, CO	2001	Indianapolis, IN	2011
Los Angeles, CA	1990	Orlando, FL	2002	Tampa, FL	2012
St. Paul, MN	1991	Phoenix, AZ	2003	Tampa, FL	2013
Baltimore, MD	1992	Cincinnati, OH	2004	Mesa, AZ	2014
Albuquerque, NM	1993	Los Angeles, CA	2005	Greenville, SC	2015
New Orleans, LA	1994	Did not have a Fall Convo	2006	Oklahoma City, OK	2016
Pittsburgh, PA	1995	Joint Conference with NALM		Nashville, TN	2017
Chicago/Oak Brook, IL	1996	St. Louis, MO - April	2007	Niagara Falls, NY	2018

A BRIEF HISTORY OF NACPA

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. Father Johnson of Hartford became the first president.

1975–1979

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

1980–1984

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

1985–1989

Bishop Tom Costello served as the Episcopal Liaison and Sister Chris Matthews, OP, was executive director. The convocation themes during this period included “Multicultural Gifts,” “New Wine, New Wineskins,” “Stewardship: The Meeting of Gospel and Management,” “Just Treatment: Vision and Reality” and “Personnel Ministry: Open to the Future.” In 1989 the new Episcopal Liaison was Bishop Robert Brom and membership topped 1,000.

1990–1994

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

1995–1999

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

2000–2004

“Liberty with Justice” was the theme for the Washington, D.C., convocation in 2000. Bishop David Zubik was named the Episcopal Liaison – a position that he holds to this day. 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.

2005–2017

The convocation was held in Los Angeles in 2005 and in 2006 NACPA celebrated the 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.

A new website premiered and a joyous 45th anniversary was held in Oklahoma City, where Terry Robinson was the recipient of the 2016 Vision Award. In the ‘16/17 academic year, NACPA launched its first Webinar Series to virtually engage and educate people far and wide.

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 relocated NACPA to the Greater Washington D.C. area. NACPA now resides in a building owned by Catholic Charities USA and is within walking distance of its recertification partner, SHRM – the Society for Human Resource Management. A new website premiered and a joyous 45th anniversary was held in Oklahoma City, where Terry Robinson was the recipient of the 2016 Vision Award. In the ‘16/17 academic year, NACPA launched its first Webinar Series to virtually engage and educate people far and wide.



NACPA is located in the Washington, D.C. region in the Catholic Charities USA building in Alexandria, VA

NACPA PRESIDENTS

Year Term Began	Name
1971	Rev. Daniel Johnson (Coordinator) Rev. Patrick Sullivan, CSC, (Coordinator)
1974	Rev. Daniel Johnson
1975	Rev. Jack Catoir
1978	Rev. Phillip Seher
1980	Rev. Joseph Graffis
1981	Sr. Elizabeth Cashman, SC
1982	Sr. Barbara Garland, SC
1983	Rev. George Crespin
1984	Rev. David McDonald
1985	Sr. Sheila Kelly, GNSH
1986	Mr. Eugene Hackbarth
1987	Rev. J. Cletus Kiley
1988	Sr. Elizabeth Wendeln, SCN
1989	Rev. Donald Thimm
1990	Deacon William Umphress
1991	Mrs. Mary Kessler
1992	Mr. Thomas P. Schroeder

NACPA EPISCOPAL LIAISONS

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

Year Term Began	Name
1993	Rev. Robert J. Bussen
1994	Mr. William J. Coy
1995	Sr. Frances Schumer, ASC
1996	Mrs. Charmaine Williams
1997	Rev. Kevin Spiess
1998	Mrs. Linda Bearie
1999	Ms. Kathleen Theriot
2000	Rev. Paul A. Jaroszeski
2001	Ms. Carol Fowler
2003	Mr. Thomas P. Conklin
2005	Ms. Diane Bach
2008	Sr. Joyce Soukup, SSJ-TOSF
2010	Ms. Terry Robinson
2012	Msgr. Patrick Pollard
2014	Ms. Terri Wilhelm
2016	Ms. Maureen Fontenot

NACPA EXECUTIVE DIRECTORS

Year Term Began	Name
1978	Sr. Sheila McEvoy, SNJM
1981	Sr. Mary Ann Barnhorn, SNDdeN
1985	Sr. Christine Matthews, OP
1992	Sr. Ann White, SL
1998	Sr. Ellen Doyle, OSU
2005	Mary Jo Moran, PhD, SPHR
2015	Regina Haney, Ed.D.

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SPONSORSHIP OPPORTUNITIES

DIAMOND Contributions of \$10,000 or more

As a Diamond member, sponsors receive a full-page ad on the inside cover of the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Diamond sponsors are invited to introduce a plenary session speaker. Diamond sponsors help support the banquet and are featured on signage and in the convocation program for this event.

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

As a Platinum member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Platinum sponsors are invited to introduce one of the plenary speakers. Platinum sponsors help to support the convocation opening social and luncheons and are featured on signage and in the convocation program for these events.

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

As a Gold member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the

opening session and year-long recognition on the website. Gold sponsors help support the banquet social hour, continental breakfast and liturgies and are featured on signage and in the liturgical prayer books at these events.

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

As a Silver member, sponsors receive recognition in the convocation program, a salute from NACPA leadership at the opening session and year-long recognition on the website. Silver sponsors help support coffee breaks, wine for the banquet and plenary and workshop speakers and are featured on signage and in the convocation program for these events.

FRIEND Contributions between \$250 and \$999

As a Friend, sponsors receive recognition in the convocation program and year-long recognition on the website. Friends help support the 46th birthday celebration, speaker gifts and general operating costs.

For more information contact Regina Haney, executive director, (703) 746-8315 E-mail: nacpa@nacpa.org

45TH ANNIVERSARY 2016 CONVOCATION

OKLAHOMA CITY, OK



NACPA 2016 was held in Oklahoma City and marked the 45th anniversary of the association. The 2016 gathering was the largest meeting since 2005. The **NACPA 2016 Vision Award** was given to Terry Robinson, HR Director, Diocese of Nashville.



The **NACPA Board Award** was conferred upon the Most Reverend Dennis M. Schnurr and the Archdiocese of Cincinnati and accepted by Meg Paul.



In recognition of her leadership and commitment to the association, and in particular for her service during the past three years as board president, Terri Wilhelm, HR Director, Diocese of Charlotte, was the recipient of the **Board Service Award**.



Outgoing board president Terri Wilhelm (fourth from left) is pictured with board members Beverly Escamilla, Maureen Fontenot, Mary Santi, Ricardo Serrano, Father Ed Pratt, Elizabeth Allen and Eileen Cull Valdez. Christine Hagen is not pictured.



Dr. Regina Haney, executive director and Jessica Randazzo, project manager, cut the 45th anniversary cake.



Father Ed Pratt is pictured with Dina Dwyer-Owens, 2016 plenary session speaker.



Board Member Mary Santi listened to a keynote speaker.



NACPA 2016 included a gala dinner with entertainment and door prizes.





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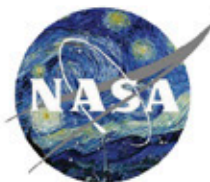
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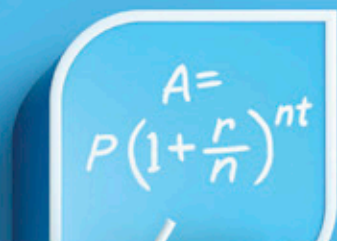


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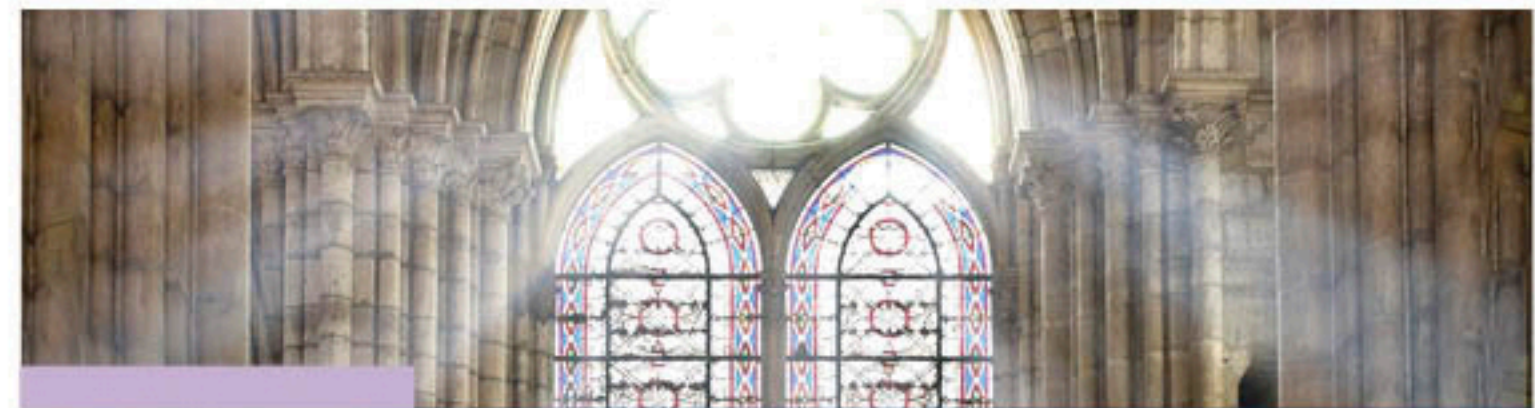
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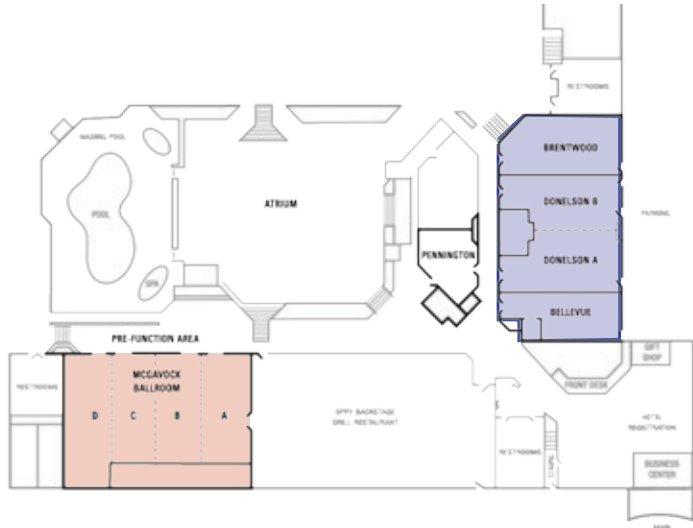
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HOTEL MAP AND SESSION LOCATIONS



MONDAY – MAY 1		ROOM
8:45 - 10:15	Bishop Gerald F. Kicanas HR in the Catholic Church: How the Bishops Are Addressing Complex New HR Issues to Ensure Justice in the Workplace	McGavock Ballroom
Sessions 101		
11:00 - 12:15 p.m.	Maureen Murphy Employment Law Update for 2017	Brentwood
11:00 - 12:15 p.m.	Ed Isakson Parish Business Managers 101	Bellevue
11:00 - 12:15 p.m.	Brian Reynolds The Future of HR	Donelson A
11:00 - 12:15 p.m.	Mary Santi The Plot Thickens: Canon Law and HR Updates	Donelson B
Sessions 201		
2:00 - 3:15 p.m.	Rebecca Starr & Chris Hagen It's Complicated: Best Practices for Completing Workplace Investigations	McGavock Ballroom
2:00 - 3:15 p.m.	Rob Reid Panel: How HR Gets a Seat at the Table	Brentwood
2:00 - 3:15 p.m.	Fred Van Den Hende Leadership Skills for the Senior HR Executive	Donelson B
2:00 - 3:15 p.m.	Sr. Constance Viet Religious Freedom	Donelson A
PLENARY SESSION		
3:30 - 5:00 p.m.	Fr. Donald Senior – Administrative Service as a Christian Vocation	McGavock Ballroom
TUESDAY – MAY 2		
PLENARY SESSION		
8:45 - 10:15 p.m.	Jodee Blanco – How to Deal with Difficult People without Losing Your Cool or Compassion	McGavock Ballroom
Sessions 301		
10:45 - 12:00 p.m.	Jodee Blanco Difficult People – The Master Class on Understanding, Communicating and Managing Even the Most Challenging Person	Donelson B
10:45 - 12:00 p.m.	Michael Moses Ministerial Exception	Brentwood
10:45 - 12:00 p.m.	Brice Allen Be Ready: Responding to Crisis	Donelson A
10:45 - 12:00 p.m.	Lisa Pinto Panel: Excel or Exit: Mediocrity Doesn't Work in the Church	Donelson B
Sessions 401		
1:45 - 3:00 p.m.	Matt Hartz Wellness on a Shoestring	Donelson A
1:45 - 3:00 p.m.	Mary Kessler Middle Managers in the Church: Are They Disappearing?	Donelson B
1:45 - 3:00 p.m.	Jim Lundholm-Eades Mastering the Art of HR Negotiations	Brentwood
1:45 - 3:00 p.m.	Terri Wilhelm & Alicia Corti Growing Diocesan Hispanic Presence: Hiring and Supporting Hispanic Workers	Bellevue
Session 501		
3:30 - 5:00 p.m.	Four Separate Roundtables Topics to be chosen by attendees Monday, visit NACPA Desk	TBD

NACPA CONVOCAION 2017: SCHEDULE AT A GLANCE *Dates, times, speakers, topics, subject to change
SUNDAY, APRIL 30, 2017

2:00 p.m. – 5:30 p.m.	Registration
1:00 p.m. – 4:00 p.m.	Exhibit Setup
3:30 p.m. – 4:45 p.m.	New Members' Orientation
5:00 p.m. – 6:00 p.m.	Convocation Opening and Eucharistic Liturgy
6:00 p.m. – 7:00 p.m.	Social – NACPA Celebration

MONDAY, MAY 1, 2017

7:30 a.m. – 8:00 a.m.	Continental Breakfast
7:30 a.m. – 3:30 p.m.	Exhibits Open
8:00 a.m. – 8:30 a.m.	Opening Prayer
8:45 a.m. – 10:15 a.m.	Plenary Session I HR in the Catholic Church: How the Bishops Are Addressing Complex New HR Issues to Ensure Justice in the Workplace Bishop Gerald F. Kicanas Tucson, AZ
10:15 a.m. – 11:00 a.m.	Exhibits / Networking / Refreshments
11:00 a.m. – 12:15 p.m.	Concurrent Workshop Sessions I
12:30 p.m. – 1:45 p.m.	Member Lunch and Business Meeting/Election Business Meeting and Election: Introduction of Candidates for NACPA Board of Directors
2:00 p.m. – 3:15 p.m.	Concurrent Workshop Session II
3:15 p.m. – 3:30 p.m.	Exhibits / Networking
3:30 p.m. – 5:00 p.m.	Plenary Session II Administrative Service as a Christian Vocation Rev. Donald Senior, C.P. President Emeritus and Chancellor of Catholic Theological Union in Chicago (CTU)
5:00 p.m.	Adjournment and Free Evening

TUESDAY, MAY 2, 2017

7:30 a.m. – 8:00 a.m.	Continental Breakfast
7:30 a.m. – 3:30 p.m.	Exhibits Open
8:00 a.m. – 8:30 a.m.	Opening Prayer
8:45 a.m. – 10:15 a.m.	Plenary Session III How to Deal with Difficult People without Losing Your Cool or Compassion — A Keynote "Course" for HR Professionals Jodee Blanco National authority on bullying, a survivor turned activist and speaker
10:15 a.m. – 10:45 a.m.	Exhibits / Networking
10:45 a.m. – 12:00 Noon	Concurrent Workshop Sessions III
12:00 p.m. – 1:45 p.m.	Lunch on Your Own (<i>Opry Backstage Grill open 1st floor</i>)
1:45 p.m. – 3:00 p.m.	Concurrent Workshop Sessions IV
3:00 p.m. – 3:30 p.m.	Exhibits / Networking / Refreshments
3:30 p.m. – 5:00 p.m.	Roundtables 1, 2, 3, 4 <i>Topics to be chosen by attendees Monday. Please visit the NACPA desk to submit your suggestion(s).</i>
6:30 p.m.	Social
7:00 p.m. – 9:00 p.m.	NACPA 2017 Awards Banquet
	Adjournment

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