

46 YEARS

ADVANCING IN HARMONY

WITH
THE CHURCH



WHO WE ARE

The National Association of Church Personnel Administrators is the professional membership organization for HR practitioners, business managers and all administrators who see their careers as a ministry and desire to foster workplace justice in their organizations.

Mission

NACPA promotes leadership in human resources, finance and administration that models Gospel values, promoting justice in the workplace.

Our Vision

NACPA's members, board and staff must be leaders in providing quality standards of effective human resource practice, education and service.

We believe that the Church should model employment relationships that promote human dignity and that Church employees should receive just compensation and participate in decisions that affect them.

To accomplish this mission, we promote Church personnel systems that integrate Catholic social teaching and sound management principles; strengthen working relationships among Church leaders, ministers and employees; and develop Church personnel and human resource skills. Our values encompass respect for all persons; inclusive, supportive relationships; ethical conduct; the dignity of work and a commitment to excellence.





NACPA's Plan for Growth and Relevance for Today's Church

2017-2020

For further information and to review strategies and examine the status of the plan, visit nacpa.org.

Objective 1

Ensure a bright future for NACPA, one that demonstrates organizational vibrancy and business results. This will be measured by membership growth, effective and timely communication and an annual member survey to assess performance.

Objective 2

Be the premier organization in providing learning and growth opportunities for those in Church Human Resource functions. This will be accomplished by the creation of a workshop series, the development and execution of webinars based on relevant and timely topics and the expansion of consultant resources focused on increasing professional services in the organization.

Objective 3

Enhance the organizational culture by increasing the association's engagement of members through regional gatherings for information sharing and collaboration; engaging the membership in volunteer leadership roles; establishing a committee to identify volunteer opportunities and engaging the membership in the health and growth of the organization.





November 2017

Dear NACPA Members,

When we look back on this year, our first thoughts go to NACPA 2017 because that is where we had the opportunity to connect with so many of you.

The Nashville convocation was a successful meeting that provided excellent opportunities for professional development credits and networking — and scored high marks in follow-up surveys.

We remain grateful to Terry Robinson and her colleagues for their collaboration. This convocation also marked the introduction of our meeting App. Delegates loved it, evidenced by more than 14,000 views.

Another highlight is the publication of the *National Diocesan Survey: Salary and Benefits for Priests and Lay Personnel* with our partner, the National Federation of Priests Councils, and facilitator, Georgetown University's Center for Applied Research in the Apostolate.

This timely resource has already received excellent reviews from bishops, HR directors and business managers. Most importantly, it underscores the association's leadership in gathering and sharing important sensitive data to help advance just pay and benefits in all arch/dioceses.

Our webinar series premiered, providing insights on Ministerial Exceptions, the Dignity and Rights of Workers, HR as Ministry and FMLA 101. All are archived and available to members on the NACPA website.

The engagement of the Board of Directors has been integral to all these benchmarks. NACPA also is fortunate to have energetic committee members who generously give of their time and talents. The strategic plan continues to direct and drive the work of the Board and its committees.

The association also has been blessed with a supportive Episcopal Moderator, The Most Rev. David Zubik. After 16 years of service, the bishop is stepping down, taking with him the gratitude of the NACPA Board and the thanks of all members who will long celebrate his commitment to justice in the workplace.

Sincerely,



Regina Haney, Ed.D.
Executive Director



Maureen Fontenot, PHR, SHRM-CP
President, Board of Directors

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Office of the Bishop

November 2017

Dear Members of NACPA:

There is a beautiful quote from St. Elizabeth Ann Seton, the first Native born American saint that reads:

“I will go peaceably and firmly to the Catholic Church: for if Faith is so important to our salvation, I will seek it where true Faith first began.”

As a convert, Mother Seton went on to do great things, founding a dynamic religious order and ultimately becoming the patron saint of U.S. Catholic education. Reading this quote again reminded me how we are moved to do difficult and challenging work when we are driven by Faith and our belief in the Catholic Church.

As Episcopal Moderator for the National Association of Church Personnel Administrators for the past 16 years, I have long admired and respected your work. I agree with NACPA board member Mary Santi who noted in America Magazine that she looks upon HR as ministry. You are ministers — and vital ones.

Without doubt there have been challenging days in our arch/dioceses in the last decade or so. NACPA members — whether in Human Resources, business or parish leadership — have risen to the occasion to help maintain a steady course, support colleagues and in general promote justice and peace in the workplace.

I congratulate all of you on your achievements. I thank you for the opportunity to be your Episcopal Moderator these past years. Although I am passing the torch to a fellow bishop, rest assured that you will continue in my affection and prayers.

Finally, I encourage you to remember these words of St. Elizabeth as you go forward in your ministry and in your lives: “Be attentive to the voice of grace.”

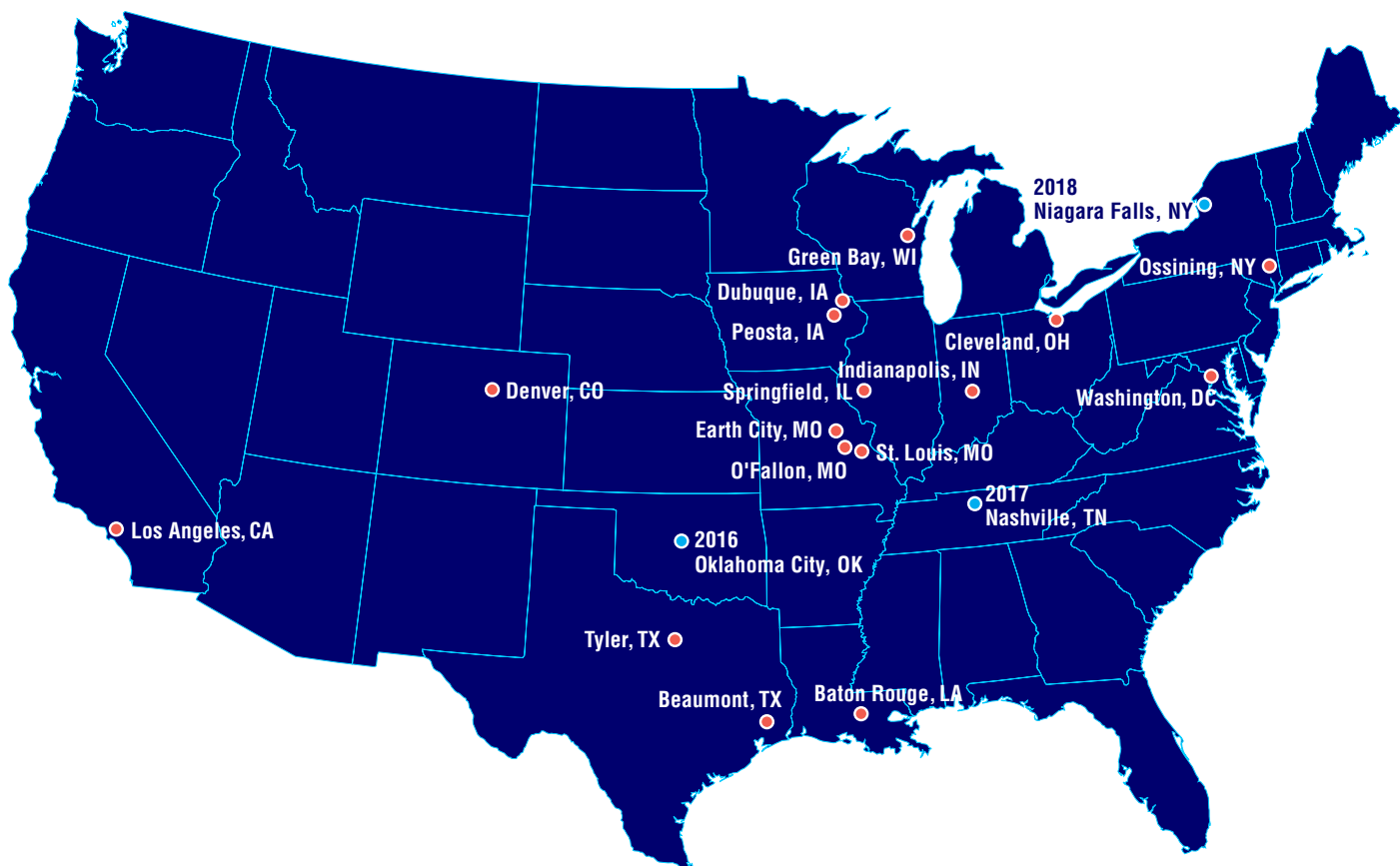
Your brother in Christ,



+ *David A. Zubik*

Most Reverend David A. Zubik
Bishop of Pittsburgh
Episcopal Moderator, NACPA

Throughout the year, NACPA provided consultation services in arch/dioceses across the country. This map pinpoints our national presence including Oklahoma City and Nashville, our convocation sites, along with our 2018 venue, Niagara Falls.



● CONSULTATION LOCATIONS

California

Los Angeles, CA

Colorado

Denver, CO

District of Columbia

Washington, DC

Illinois

Springfield, IL

Indiana

Indianapolis, IN

Iowa

Peosta, IA

Dubuque, IA

Louisiana

Baton Rouge, LA

Missouri

Earth City, MO

St. Louis, MO

O'Fallon, MO

New York

Ossining, NY

Ohio

Cleveland, OH

Texas

Beaumont, TX

Tyler, TX

Wisconsin

Green Bay, WI

● CONVOCATION LOCATIONS

Location

Year

Oklahoma City, OK

2016

Nashville, TN

2017

Niagara Falls, NY

2018

WHERE WE ARE HEADING

Membership. As NACPA looks to the year ahead, the first priority is growing and retaining membership. This is vital to the strength and future of the association. A key goal is to ensure that every diocese in the country has a NACPA member to further our mission of promoting justice in the workplace.

Webinars. The success of the first webinar series has paved the way for an informative and engaging encore. The four-part series explores workplace values, cost savings through strategic actions, securing a seat for HR at the table and helping Church leaders quickly master HR skills. Past webinars are archived on the NACPA website as a resource for continuing education.

Convocation. Professional development is the cornerstone of NACPA 2018, scheduled in Niagara Falls April 22-24. Nationally recognized plenary session speakers will discuss “HR Mission and Ministry;” “Silence Is Not Golden: What Is Your Parish Staff Not Discussing?” and “On Being the Church We Want To See: A Call to Service.” Members note that networking, SHRM and HRCI credits and a lively and entertaining program prompt their return each year.

Surveys. The success of the National Diocesan Salary Survey conducted with NFPC, is the foundation for additional surveys, looking at religious institutions and parishes.

Certification program. Another initiative currently in the early planning stage is NACPA’s certification program for HR directors new to the Church.

NACPA BY THE NUMBERS

Individual Members and Group Memberships (five or more)	543
Delegates attending NACPA 2017 . . .	195
Number of Webinars	4
Downloads of NACPA 2017 App	117
Total APP connections	14,000



NACPA
2017 Webinar Series
Tuesday, May 23, 2017 2:00 - 3:00 p.m. ET

Ministerial Exception



A free webinar

Join our speaker for a free live video webinar on May 23 at 2:00 - 3:00 p.m. ET.

SIGN UP — CLICK HERE

MEET OUR SPEAKER

Ministerial Exception
Application of the ministerial exception legal doctrine can be challenging. The webinar will help you think through how ministry is defined and which entities are religious (enough) to assert constitutional rights.

Sample questions that will be addressed:

- What is the origin of ministerial exemptions?
- Which positions are based on law and which are not? How does one make decisions as to what is in and what is out?
- How does ministerial exception relate to claims dealing with minimum wage, overtime and FMLA?
- What resources do you recommend to assist dioceses and religious communities to make informed decisions about what are a ministerial exemptions and what are not?



Speaker: Mark Chopko
Mark chairs Stredley Riosco's nonprofits & religious organizations practice group, which brings together 25 lawyers from across the firm's many legal disciplines to serve the unique needs of those clients. He joined the firm in 2007, after serving for more than 20 years as general counsel for the U.S. Conference of Catholic Bishops (USCCB) and nearly eight years as a regulatory attorney in Washington, D.C. Mark has represented clients across the country, and from Europe to the Pacific Rim. Major emphases of his practice are deflecting attempts by government to regulate the activities of religious institutions, and defending those institutions from liability.

Special thanks to our exclusive sponsor



NACPA BOARD OF DIRECTORS, ASSOCIATION STAFF AND BOARD COMMITTEES

NACPA is led by a visionary and dedicated Board of Directors who generously give their time and talents to advancing workplace justice.

BOARD OF DIRECTORS

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National Association of Church Personnel Administrators

STATEMENT OF FINANCIAL POSITION

Audited Financial Statements as of June 30, 2017

ASSETS

CURRENT ASSETS

Cash and Cash Equivalents	\$ 280,501
Investments	640,553
Accounts Receivable	8,538
Prepaid Expenses and Deposits	6,297
Total Current Assets	935,889
Property and Equipment – Net	1,258
TOTAL ASSETS	\$ 937,147

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable & Accrued Compensation	20,357
Deferred Revenues	53,200
Total Current Liabilities – Total Liabilities	73,557

Net Assets

Unrestricted	863,590
TOTAL LIABILITIES AND NET ASSETS	\$ 937,147

The board of directors, members and staff of the National Association of Church Personnel Administrators extend their gratitude to our sponsors and exhibitors. Your support, engagement and encouragement is vital to our mission to promote Christian values and justice in the workplace. We are deeply grateful for your collaboration.



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Diocese of Nashville

WELCOME TO NACPA 2018

The board of directors cordially invites you to attend the 47th annual NACPA Convocation in Niagara Falls. Secure valuable SHRM and HRCI credits. Hear compelling and informative presentations from top leaders and practitioners. Network with colleagues.



NACPA on the Falls:
Illuminating and Inspiring HR in the Church

National Association of Church Personnel Administrators
47th Annual Convocation: April 22-24, 2018

The Sheraton at the Falls
Niagara Falls, New York

NACPA 2017 CONVOCATION PHOTO OVERVIEW



The Most Rev. Gerald Kicanas, Bishop of Tucson, delivered the keynote address at NACPA 2017.



Rev. Donald Senior, C.P., Chancellor, the Catholic Theological Union, discussed spirituality in the workplace.



Jodee Blanco, a prolific writer (*Please Stop Laughing at Me*) addressed the troubling subject of bullying.



NACPA Board Members (left to right): **Beverly Escamilla**, **Rev. Ed Pratt**, **Eileen Cull Valdez**, **Mary Santi**, **Elizabeth Allen**, **Maureen Fontenot** and **Christine Hagen**.
Not pictured: Ricardo Serrano.



Terry Robinson joined **Rodney Kelley**, Nashville's magician, to ensure a magical evening at the awards banquet.



Rev. Ed Pratt and **Maureen Fontenot** presented the Service Award to **William Daly**.



Regina Haney displayed the Board Award for **Bishop Zubik**, NACPA Episcopal Moderator.



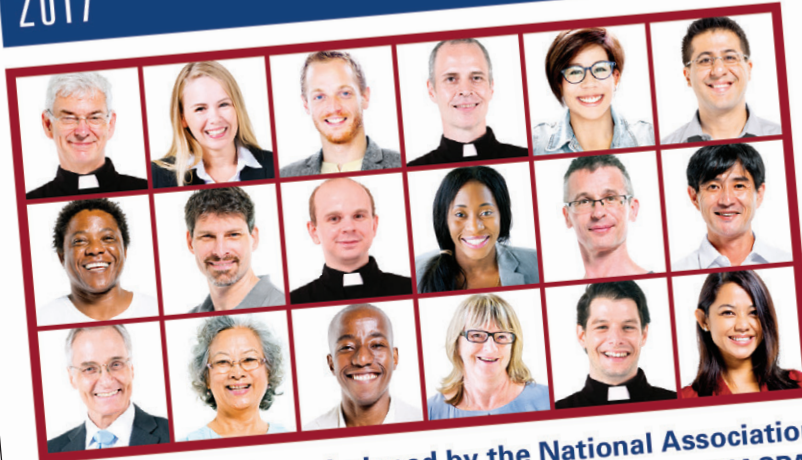
Msgr. Patrick Pollard holds the Vision Award as **Rev. Ed Pratt**, **Maureen Fontenot** and **Regina Haney** gather round.

A digital version of our annual report is available at nacpa.org for downloading. A paper version is available upon request.

Cover photos were taken at NACPA 2017.

National Diocesan Survey:

Salary and Benefits for Priests and Lay Personnel 2017



Commissioned by the National Association
of Church Personnel Administrators (NACPA)
and the
National Federation of Priests' Councils (NFPC)

Survey conducted by the Center for Applied Research
in the Apostolate (CARA), Georgetown University

Michal J. Kramarek, Ph.D.
Fr. Thomas P. Gaunt, S.J., Ph.D.



“

“People who work as finance officers or HR directors - we see ourselves as working in ministry. It’s just a different form of ministry from someone who works as a director of religious education.”

Mary Santi, chancellor and executive director of Human Resources for the Archdiocese of Seattle and member, NACPA Board of Directors, as quoted in America magazine article on the survey (“How much do Catholic priests and their lay colleagues make? A new report gives answers” 8/11/17)

NATIONAL ASSOCIATION OF CHURCH PERSONNEL ADMINISTRATORS

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