

2018  
NACPA  
ANNUAL  
REPORT

 NACPA  
National Association of Church Personnel Administrators



### NACPA Overview

The National Association of Church Personnel Administrators is the professional membership organization for all those serving in the Church who have human resource responsibilities — including HR practitioners, finance and business managers, chancellors, superintendents, pastors and principals.

#### 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 resources practices, education and service.

We believe the Church should model employment relationships that promote human dignity and that Church employees should receive just compensation and an opportunity to 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 with Church leaders and employees and develop Church human resource skills.

Foremost we regard our work as a ministry, focused on promoting justice in the workplace.

*Photos in the report were taken at the convocation.*

### NACPA's Plan for Growth and Relevance

This year included new initiatives that moved NACPA forward in fulfilling the strategic plan.

**New** Extensive planning was devoted to designing the “Certificate Program for Those Moving to Human Resources Responsibilities in a Catholic Workplace”. It's a groundbreaking initiative that will strengthen current and future HR leaders in our Church.

**New** Growing membership was in the forefront and board members embraced the challenge by contacting arch/dioceses in their geographic areas to encourage HR leaders to join or renew.

**New** The second season of the webinar series premiered.

**New** We put a lot of energy into updating our governing documents and were rewarded with members' full endorsement.

**New** We recruited HKP Consulting to assist with consultation services.

**New** New awardees were saluted for their vision, leadership and service to NACPA.

**New** A pioneering document — *Just Treatment for Those Who Work for the Church* — is in the process of being revised with the guidance of a new task force.

**New** The association forged new relationships and strengthened others including the Catholic Apostolic Center, the Center for Applied Research in the Apostolate, the Diocesan Fiscal Management Conference, the Executive Directors Network, the National Federation of Priests' Councils, Saint Joseph's College of Maine and the Resource Center for Religious Institutes.



# A Letter

from Father Ed Pratt and Dr. Regina Haney



November 2018

Dear NACPA Members,

When we consider NACPA's long history, we are reminded that we owe so much to those on whose shoulders we stand. We are grateful to our past presidents, chairpersons and episcopal moderators. Their vision and leadership have brought us here today and their accomplishments are legendary.

The challenge is to continue to build on that legacy. We are pleased to report that our accomplishments confirm we're meeting that challenge.

The 2018 convocation: "NACPA on the Falls: Illuminating and Inspiring HR in the Church," our annual convocation, rises to the top of our list. Excellent plenary session speakers, informative workshops, SHRM and HRCI professional development credits and networking opportunities received high marks from attendees.

Colleen O'Connell Jancevski and Sister Carol Cimino, SSJ were great collaborators in planning this 47th annual meeting in Niagara on the Falls, New York, and we are grateful for their support.

The inaugural certification program: A key objective of the strategic plan is providing learning and growth opportunities for members. The groundbreaking NACPA "Certificate Program for Those Moving to Human Resources Responsibilities in a Catholic Workplace" was designed with this goal in mind for a fall 2018 premiere.

The 2017-2018 webinar series: The strategic plan also continued to move forward with the second year of our successful webinar series. Participants explored the vital topics of leading with values, how HR gets a seat at the table, how to help Church leaders quickly master HR skills and how HR adds value.

Engagement of committees and task forces: Board members and other association members who serve on committees and task forces continue to be in the forefront helping to advance NACPA and its mission. This engagement of the membership – especially the Board of Directors – has been integral to all the accomplishments we've described.

A new moderator: Finally, we welcome Archbishop Gregory Aymond as our new moderator. We extend our deepest thanks for the Archbishop's willingness to join us in promoting justice in the workplace.

Sincerely,



*Regina Haney*

Regina Haney, Ed.D.  
Executive Director



*Rev. Edward T. Pratt*

Rev. Edward T. Pratt  
President, Board of Directors

1727 King Street, Suite 105 • Alexandria, Virginia 22314  
571.551.6064 • nacpa@nacpa.org • www.nacpa.org

# A Letter

from Archbishop Gregory M. Aymond



Archdiocese of New Orleans

Office of the Archbishop

7887 Walmsley Avenue  
New Orleans, LA 70125-3496  
Office: (504) 861-9521  
Fax (504) 314-9614  
Email: archbishop@arch-no.org

November 2018

To All Members of NACPA,

Thank you for the leadership you provide in our various arch/dioceses. We need your skills in personnel management and your advice and guidance for our ministry.

NACPA Board Member Mary Santi once observed that she regarded her work in human resources as a ministry. In these challenging times, Mary's observation is more insightful than ever before.

In many ways you share in the ministry of the Church, in the ministry of the bishop and in the ministry of all those who reach out to fulfill the mission of Christ.

As you know, it is very important that the Catholic Church does not act like a corporation, but like a ministry. At the same time, we need good business practices to be effective in what we do and to be legally proper. You help us in that and in finding the best members for our pastoral staff. Thank you for your help in training them and showing them ways in which they can grow in their service to God's people.

It is an honor to serve as your Episcopal Moderator and I thank all of you for your leadership. Please know that I am grateful for your faith, your work and your example. You do make a difference in our Church, and for you we thank God.

As NACPA marks a year of achievement, chronicled in this report, I ask all members and supporters to remain strong in their God given ministry. We need your prayers, faith and talents to reach the bright future that God will provide.

As we go through challenging times in the Church, we are reminded that it is His Church. Jesus is our foundation and he will never abandon us. As we move through this period of purification, we will experience the renewal of the Church to which Christ calls us.

Wishing you God's blessings, I am

Sincerely in Christ,

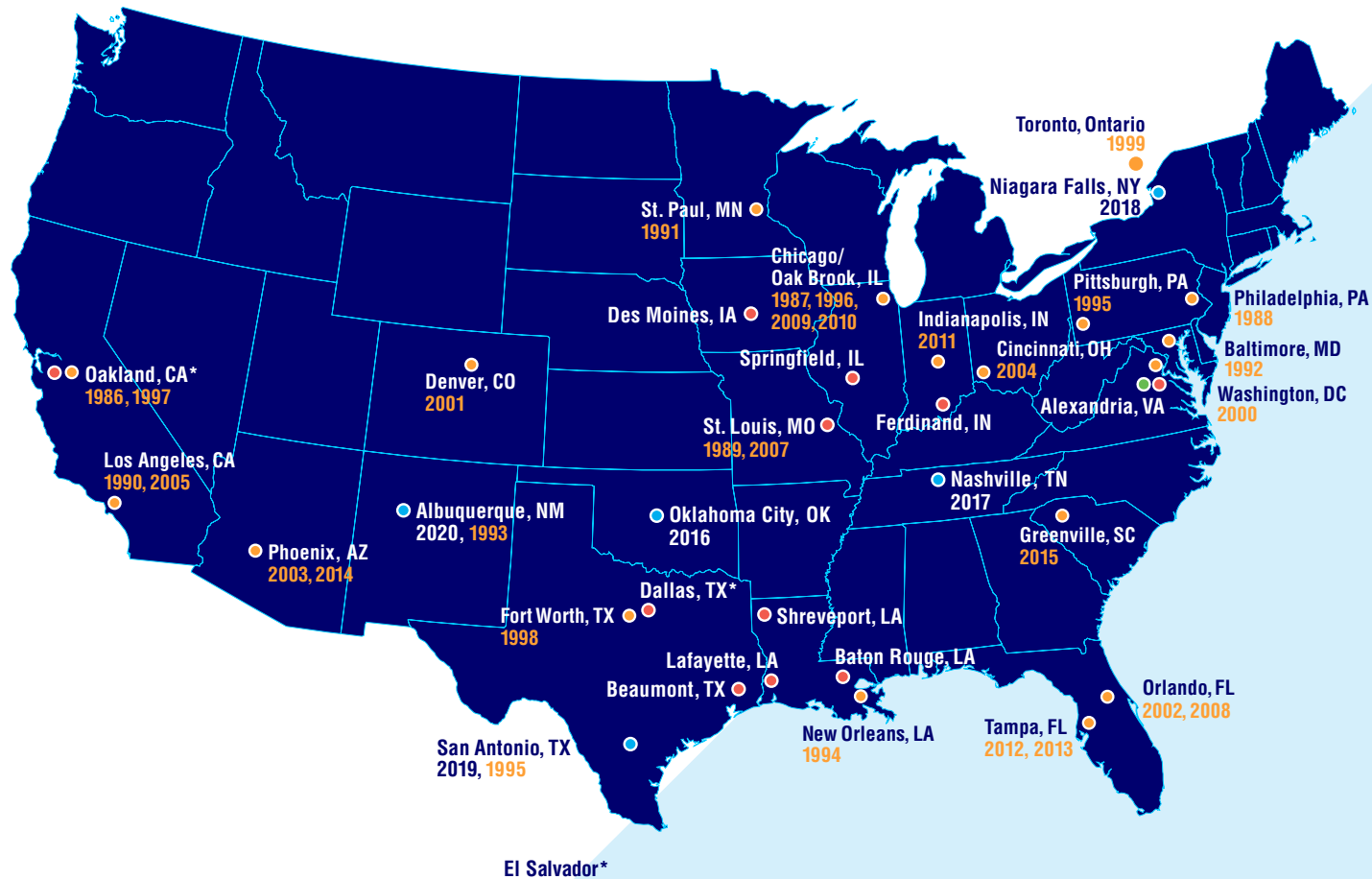
*Gregory M. Aymond*

Most Reverend Gregory M. Aymond  
Archbishop of New Orleans



# Where We Serve

Consultation services are provided in arch/dioceses nationwide. This map pinpoints our national presence including past and upcoming convocation sites and our national office in Greater Washington D.C.



## CONSULTATION LOCATIONS

<b>California</b>	<b>Missouri</b>
Oakland*	St. Louis
<b>Illinois</b>	<b>Texas</b>
Springfield	Beaumont
<b>Indiana</b>	Dallas*
Ferdinand	<b>Virginia</b>
<b>Iowa</b>	Alexandria
Des Moines	El Salvador*
<b>Louisiana</b>	*Scheduled
Baton Rouge	
Lafayette	
Shreveport	

## CONVOCAION LOCATIONS

Location	Year
Oklahoma City, OK	2016
Nashville, TN	2017
Niagara Falls, NY	2018
San Antonio, TX	2019
Albuquerque, NM	2020

## CONVOCAIONS BEFORE 2016

## NACPA NATIONAL HEADQUARTERS

1727 King Street, Suite 105  
Alexandria, VA 22314

# Where We Are Heading

**Membership** This continues to be a top priority for NACPA. The goal is to have every diocesan office represented, along with the leadership of religious organizations. Membership is more important than ever in these turbulent times and we will continue to work closely with the board to achieve this goal.

**Convocation** Three outstanding plenary session speakers have been confirmed for the April 28-30 convocation in San Antonio: John Carr, Ann Garrido and Archbishop Gustavo Garcia-Siller. Post-meeting surveys suggest that members most value networking, professional development with SHRM and HRCI credits and a lively and entertaining program at this annual gathering.

**Webinars** The new webinar series has already kicked off with Tom Green's well-attended "No one has ever won an argument, but conflicts can be resolved" and "Pros and Cons of Centralizing Payroll Benefits - Systems Conversion." Additional topics in this four-part series include: "Teacher Contracts - Pros and Cons" and "Cultivating Pay Equity."

Members can access past webinars on the NACPA website for continuing education. When viewed live, the webinars carry an extra bonus of one recertification credit by both HRCI and SHRM.

**Certification program** The "Certificate Program for Those Moving to Human Resources Responsibilities in a Catholic Workplace" is an important initiative to strengthen current and future HR leaders in Church.

**Surveys** The association is exploring an update of the popular "Pay and Benefits Survey of Catholic Parishes." Also on the horizon is an update of the highly valued *Just Treatment for Those Who Work for the Church*, describing the comprehensive approach to HR.

## NACPA By The Numbers

TOTAL MEMBERSHIP  
**582** Individuals  
and **56** Groups

**243** Group Members

Individual Members **339**

**127** Convocation Attendees

Downloads of NACPA App **109**

Webinars **4**

**12** Consultations provided around the country and Central America



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

#### Episcopal Moderator

Most Reverend Gregory M. Aymond  
Archbishop of New Orleans

#### President

**Father Ed Pratt**  
Pastor  
Church of the Ascension  
Kettering, OH  
epratt@ascensionkettering.org

#### President-Elect

**Elizabeth Allen, SPHR, SHRM-SCP**  
Director of Human Resources  
Diocese of Portland  
Portland, ME  
elizabeth.allen@portlanddiocese.org

#### Treasurer

**Christine Hagen, SPHR, SHRM-SCP**  
Director of Human Resources  
Diocese of Manchester  
Manchester, NH  
chagen@rcbm.org

### Board Members

**Beverly D. Escamilla, PHR, SHRM-CP**  
Director of Human Resources  
Diocese of Beaumont  
Beaumont, TX  
bescamilla@dioceseofbmt.org

**Deacon Clarence G. McDavid**  
Director of Human Resources  
Archdiocese of Denver  
Deacon.McDavid@archden.org

**Mary E. Santi, JCL, MDiv, SPHR, SHRM-SCP**  
Chancellor/Executive Director  
of Human Resources  
Archdiocese of Seattle  
Seattle, WA  
marys@seattlearch.org

**Ricardo M. (Richard) Serrano**  
Director of Human Resources  
Diocese of Tucson, AZ  
rserrano@diocesetucson.org

**Eileen Cull Valdez, SPHR, SHRM-SCP**  
Director of Human Resources  
Diocese of Des Moines  
Des Moines, IA  
evaldez@dmdioocese.org

**Immediate Past-President**  
**Maureen Fontenot, PHR, SHRM-CP**  
Chancellor and  
Human Resources Director  
Diocese of Lafayette, LA  
mfontenot@diolaf.org

**Regina M. Haney, Ed.D. (ex officio)**  
Executive Director  
NACPA  
Alexandria, VA  
nacpa@nacpa.org

### National Office

1727 King Street, Suite 105  
Alexandria, VA 22314  
Phone: 571-551-6064  
Email: nacpa@nacpa.org

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

**Jessica Randazzo**  
Project Manager  
jrandazzo@nacpa.org

**Jillian Green**  
Assistant Project Manager  
jgreen@nacpa.org

**John Stoops**  
Finance Manager and  
Consultation Coordinator  
jstoops@nacpa.org

**Barbara A. Keebler**  
Marketing Communications  
bakeebler@gmail.com

### Board Committees

#### Executive Committee & Study Chancellor Strand

**Elizabeth Allen**  
Diocese of Portland, Maine  
elizabeth.allen@portlanddiocese.org

**Chris Hagen**  
Diocese of Manchester  
chagen@rcbm.org

**Father Ed Pratt**  
Ascension Parish, Kettering, OH  
epratt@ascensionkettering.org

#### Finance Committee

**Chris Hagen - Chair**  
Diocese of Manchester  
chagen@rcbm.org

**Tom Hutchinson**  
St. Albert the Great Parish  
Kettering, OH  
thutchinson01@gmail.com

**Karen Kean**  
Archdiocese of Hartford  
karen.kean@aohct.org

**Pat Kerner**  
Diocese of Rockville Center  
pkerner@drv.c.org

#### Marketing Committee

**Jillian Green**  
NACPA, Assistant Project Manager  
jgreen@nacpa.org

**Betsy Isch**  
Diocese of Charleston  
eisch@catholic-doc.org

**Barbara Keebler**  
NACPA, Marketing Communications  
bakeebler@gmail.com

**Deacon Clarence McDavid**  
Archdiocese of Denver  
deacon.mcdavid@archden.org

**Ricardo Serrano - Co-Chair**  
Diocese of Tucson  
rserrano@diocesetucson.org

**Mary Santi - Co-Chair**  
Archdiocese of Seattle  
marys@seattlearch.org

#### 2019 Convocation Committee

**Victoria Esparza**  
Archdiocese of San Antonio  
Victoria.Esparza@archsa.org

**Maureen Fontenot**  
Diocese of Lafayette  
mfontenot@diolaf.org

**Barbara Keebler**  
NACPA, Marketing Communications  
bakeebler@gmail.com

**Father Ed Pratt**  
Ascension Parish, Kettering, OH  
epratt@ascensionkettering.org

**Jessica Randazzo**  
NACPA, Project Manager  
jrandazzo@nacpa.org

**Melissa Salinas**  
Diocese of Victoria in Texas  
msalinas@victoriadiocese.org

**Eileen Valdez - Chair**  
Diocese of Des Moines  
evaldez@dmdioocese.org

**Terri Wilhelm**  
Diocese of Charlotte  
twilhelm@charlottedioocese.org

**Webinar Design Team**  
**Elizabeth Allen - Chair**  
Diocese of Portland, Maine  
elizabeth.allen@portlanddiocese.org

**Joe'l DeYoung**  
Diocese of Pueblo  
jdeyoung@dioceseofpueblo.org

**Jillian Green**  
NACPA, Assistant Project Manager  
jgreen@nacpa.org

**Barbara Keebler**  
NACPA, Marketing Communications  
bakeebler@gmail.com

**Jan Probert**  
Diocese of San Jose  
jprobert@dsj.org

**Bob Roper**  
Diocese of Kansas City-St. Joseph  
roper@diocesekcsj.org

**Melinda Sepulveda**  
Diocese of Laredo  
msepulveda@dioceseoflaredo.org

**Joe Smith**  
Archdiocese of Baltimore  
joe.smith@archbalt.org

**Certification Program for Those Moving to HR Responsibilities in a Catholic Workplace Task Force**

**Carmina Chapp - Chair**  
Saint Joseph's College, Maine  
cchapp@sjcme.edu

**Maureen Fontenot**  
Diocese of Lafayette  
mfontenot@diolaf.org

**Ed Isakson**  
Archdiocese of Indianapolis  
Eisakson@archindy.org

**Anita Krail**  
Diocese of Baton Rouge  
akrail@diobr.org

**Dian Pringle**  
retired from Society of the Holy Child Jesus, PA  
dianpringle@rcn.com

National Association of Church Personnel Administrators

## Statement of Financial Position

Audited Financial Statements as of June 30, 2018

### ASSETS

#### CURRENT ASSETS

Cash and Cash Equivalents	\$ 194,703
Investments	750,736
Accounts Receivable	84,113
Prepaid Expenses and Deposits	4,347
<b>Total Current Assets</b>	<b>1,033,899</b>

Property and Equipment – Net

430

#### TOTAL ASSETS

\$1,034,329

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES

Accounts Payable & Accrued Compensation	51,445
Deferred Revenues	33,647
<b>Total Current Liabilities – Total Liabilities</b>	<b>85,092</b>

#### Net Assets

Unrestricted 949,237

#### TOTAL LIABILITIES AND NET ASSETS

\$1,034,329



The support of generous sponsors has helped NACPA grow and thrive this past year. The board of directors, members and staff are grateful for the engagement and encouragement of these organizations and individuals as NACPA strives to promote justice in the workplace.



## Sponsors

### Platinum

- Archdiocese of Chicago  
Father Lawrence Sullivan,  
Archdiocesan Director
- Archdiocese of New Orleans  
Archbishop Gregory M.  
Aymond, Episcopal  
Moderator to NACPA
- Catholic Diocese of Pittsburgh  
Most Reverend David A. Zubik
- Christian Brothers Services  
Michael Quirk, FSC

### Gold

- Archdiocese of Seattle  
Mary Santi
- Arthur J Gallagher & Co  
Phil Bushnell
- Honkamp Kreuger & Co., P.C.  
(HKP)  
Lori Stewart

### Silver

- Gabriel, Roeder, Smith & Co. (GRS)
- Interlogic Outsourcing, Inc (IOI)
- NACPA Board of Directors

- Pro Benefit Administrators
- Prudential Retirement
- USI Consulting Group
- VALIC
- VIRTUS Programs
- Who's Where

### Friends

- Benefit Allocation Systems, LLC
- Church of the Ascension  
Father Ed Pratt
- Villanova University Center  
for Church Management

## 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 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, 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 speaker gifts and general operating costs.

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



Carol Fowler, D.Min., a NACPA consultant, explored mission and ministry in Church Human Resources.



Tom Green, HR coach and mediator, provided practices to create an open, collaborative environment.



Kerry Robinson of the Leadership Roundtable noted that women's leadership is a matter of managerial urgency for the Church.



NACPA Board Members: Ricardo Serrano, Christine Hagen, Mary Santi, Maureen Fontenot, Regina Haney (ex officio), Eileen Cull Valdez, Beverly Escamilla, Elizabeth Allen and Father Ed Pratt.



Beverly Escamilla presented the NACPA Service Award to Maureen Fontenot in recognition of her support as an association member, president-elect and president.



Carol Fowler received the NACPA 2018 Vision Award from Father Ed Pratt, Regina Haney and Maureen Fontenot.



Claudia Mann (center) accepted the NACPA 2018 Service Award for the Archdiocese of Chicago from Maureen Fontenot (left) and Regina Haney (right) while (left to right) Linda VanDeventer, Erika Gallardo, Geri Mesik, Jim Griffith, Chris Cannova and Father Larry Sullivan look on.



Regina McCurdy was the recipient of the 2018 NACPA Leadership Award, presented by Christine Hagen and Regina Haney.

A digital version of annual report is available at [nacpa.org](http://nacpa.org) for downloading. A paper version is available upon request.

# 2019 NACPA CONVOCATION



on the River † sobre el Rio

A Journey in Pursuit of Justice in the Workplace  
*Un Viaje en Procura de Justicia en el Lugar de Trabajo*

48th Annual Convocation: April 28-30, 2019 | San Antonio



## Plan to Attend NACPA 2019

Gain SHRM and HRCI credits. Refresh spiritually. Network with colleagues from across the country.

### KEYNOTE SESSIONS INCLUDE:



**Becoming Salt and Light in a Wounded Church and Divided Nation: Directions and Dangers for Catholic Leaders**

How can Catholic leaders build bridges across political, religious and ideological lines to engage and encourage a new generation of Catholic lay leaders? John Carr is the founder and director of Georgetown University's Initiative on Catholic Social Thought and Public Life.



**Redeeming Administration**  
Administration is often critiqued both by those within the profession and without as work that takes "good, fun-loving people"

and turns them into curmudgeons — but it doesn't have to be that way. Educator, author and administrator Ann Garrido will look at practices that can be potentially transformative, making effective administrators and holier, healthier Christians.



**The U.S. Bishops and Human Development and Migration**

Now, more than ever, immigrants need individuals to speak on behalf of their human rights and dignity. Learn more about what the Church's rich body of social thought says about our Christian responsibility to "welcome the stranger among us." Gustavo Garcia-Siller, M.Sp.S., Archbishop of San Antonio, has ministered for more than 42 years to communities with varied cultural backgrounds. Archbishop Gustavo is the Chairman of the USCCB Committee on Cultural Diversity in the Church.

### REGISTER TODAY

Visit [www.nacpa.org](http://www.nacpa.org) and click on the online store. Or call 571-551-6064 for more information. Check us out on @nacpaorg

## Announcing NACPA 2020:

# Albuquerque May 3-5

**NACPA**

1727 King Street, Suite 105, Alexandria, VA 22314

571-551-6064 | [www.NACPA.org](http://www.NACPA.org)

