



2021

ANNUAL
REPORT



Dear fellow NPM members,

I am proud to share this annual report with you on behalf of the entire Board of Directors. As your elected leaders, we are accountable to you for the stewardship of NPM's resources and the ways in which our association has fulfilled our mission over the past year. I think you'll be pleased to see all that NPM has achieved in 2021—despite all the challenges—and our exciting plans for the coming years as our vision for NPM's future continues to come alive!

The board would like to express profound gratitude to the NPM staff for their tireless efforts to carry forward the important work of NPM on a daily basis. Thanks also to the many member-leaders—chapter leaders, forum chairs, committee leaders, and more—who work diligently to advance NPM's mission. Finally, thanks to all who offer their time, talent, and treasure to support NPM in so many ways.

Your NPM leadership is listed on the facing page. As always, we are eager to hear from you about how NPM can better serve you, and how we can better achieve together our mission of ensuring that every Catholic parish in the United States can sing the praise of God through divinely inspired musical worship!

On behalf of the Board of Directors, the NPM Council, and all in leadership, thanks for all that you do to support NPM and to foster the art of musical liturgy.



Jeremy Helmes

Jeremy Helmes

Chair, NPM Board of Directors



MISSION The National Association of Pastoral Musicians fosters the art of musical liturgy. The members of NPM serve the Catholic Church in the United States as musicians, clergy, liturgists, and other leaders of prayer.

LEADERSHIP

The Board of Directors governs the association on behalf of its members. The Council represents the interests of NPM members, advises the Board, and elects the directors. The chapters and members of each region of the United States are represented on the Council, and forums of members advance the mission of the association in collaboration with the staff.

All terms conclude at the end of the calendar year.

NPM BOARD OF DIRECTORS

	Term/End
Jeremy Helmes, Chair	2/2024
Meg Matuska, Vice Chair	2/2024
Valerie Lee-Jeter	1/2024
Dolores Martinez	1/2025
Anna Betancourt	1/2026
Andrea Ramos	1/2025
Christopher Ferraro	1/2026
Jennifer Kluge, Executive Director (ex officio)	

NPM COUNCIL

Forum Chairpersons

	Term/End
Lena Gokelman, Affiliation/Advocacy <i>advocacyforum@npm.org</i>	1/2024
Emily Strand, Communications <i>communicationsforum@npm.org</i>	1/2026
Maria Nieva, Cultural Diversity <i>diversityforum@npm.org</i>	1/2024
Hank Bauer, Directors of Music Ministries <i>dmmforum@npm.org</i>	1/2026
Brian Bacon, Finance/Development <i>financeforum@npm.org</i>	1/2024
Joe Bazouros, Membership <i>membershipforum@npm.org</i>	1/2026
Bridget Jankowski, Musical Skills <i>skillsforum@npm.org</i>	1/2026
Preston Dibble, Programming/Certification <i>programforum@npm.org</i>	1/2024

Episcopal Moderator

Most Rev. Mark J. Seitz (ex-officio)

Regional Representatives

Region 1	Jonathan Capece	1/2026
Region 2	Christopher Ferraro	1/2025
Region 3	Dr. Frank Klose	1/2024
Region 4	Remi Bauer	1/2023
Region 5	Anne Vasile	1/2026
Region 6	Jill Maria Murdy	1/2025
Region 7	Kelly Dobbs-Mickus	1/2024
Region 8	Kellen O'Grady	1/2023
Region 9	Danny Baker	1/2026
Region 10	Taylor Baca	1/2025
Region 11	Lauren McCaul	1/2024
Region 12	William McNamara	1/2023
Region 13	Jaime Cortez	1/2026
Region 14	Jonathan Branton	1/2025

The Board of Directors are also members of the Council.

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FORUM REPORTS

Advocacy & Affiliation Forum

The Advocacy & Affiliation Forum is organized by members' shared pastoral roles, responsibilities, and interests (i.e., clergy, religious communities, youth, young adults, campus ministry, diocesan directors, composers, pastoral liturgy, technology, and music educators) for the purposes of networking, formation, and skills training. The Forum's work not only centers around advocating for the needs of those who identify with the pastoral roles named above, but also determines professional and ministerial affiliations which benefit specific areas of the Forum and the Association at large. The Forum's leadership team includes laypersons, clergy, religious, young and seasoned adults, volunteers, and professionals who represent many of the areas mentioned above.

An important charge for the Advocacy & Affiliation Forum is to directly engage members in the organizational life and work of the Association through their gifts of time and talent. Conversations during the past year have addressed questions about history and vision, identified needs and potential leaders within the section, and asked what NPM and its members have done well and have struggled to do. In 2021, a hefty list of concerns, accomplishments, and items for continued discussion was compiled. In addition, the Forum identified a working list of other member organizations that could potentially provide beneficial information, insight, and perspective and encourage fresh approaches to our operations.

Also in 2021, the Forum established a communication space for forum documents that will be accessible to future leaders, held consultative meetings about initiating respectful dialogue with various cultural groups, worked on a campus ministry retreat, expanded clergy connections and input with regard to NPM, formed subcommittees, and worked on a survey for those who have identified interest in this Forum at any level.

Communications Forum

Perhaps the most important work of the NPM Communications Forum so far has been our formation. Our members come from backgrounds in print media, podcasting, public speaking, graphic design, and more—all in addition to their work as pastoral musicians. Our NPM members have a wealth of experience and talent in communications and use their experience and aptitude for the ever-changing and ever-expanding communications field!

These talented, experienced members have come together to share their perspectives with NPM, bolstering its communications infrastructure and offering ideas on how to make it better. We are particularly interested in assisting NPM chapters with their communication needs. The Forum has generated ideas resulting in articles in NPM print publications, content for our digital offerings, and much more. One of our members gave a helpful tour of NPM's new website at our last Annual Members' Meeting.

The Communications Forum meets four times a year, with additional working meetings by smaller groups as necessary, and interfaces with the NPM staff in the work of engaging member voices in the Association's communications infrastructure, in order to help NPM fulfill its mission (fostering the art of musical liturgy) in new and innovative ways.

Cultural Diversity Forum

The Cultural Diversity Forum assures that programs, services, and policies reflect the cultural and ethnic diversity of the Church. In executing this overarching goal, the Forum engages in outreach with other organizations who represent pastoral musicians of diverse cultures, ensures the proper formation of NPM leadership in intercultural competence, and encourages and mentors members of diverse cultures to become involved in forums and consider assuming leadership roles.

The success of the Cultural Diversity Forum depends on all members to guide one another. The Forum listens, responds, and acts with kindness and compassion. Together, we will conquer fear with calm, awareness over ignorance, and dialogue over disregard, with the ultimate goal of diversity being a natural part of NPM's work.

Director of Music Ministries (DMM) Forum

The Director of Music Ministries (DMM) Forum focuses on "pastoral musicians who hold or share the primary responsibility for musical leadership in parish, diocesan, and other church institutions." The Forum's general responsibilities are to provide networking opportunities; to develop means for advanced skill training; to attend to our spirituality through retreats and other moments for personal prayer and reflection; to provide advanced liturgical, theological, and musical scholarship; to counsel on employment practices; and to mentor musicians new to the field of music ministry. Dr. Henry "Hank" Bauer has served as chair since September 2021. Under Hank's leadership, the Forum has focused on networking and mentorship, advanced music skill training, spirituality

for musicians, and advanced liturgical and theological scholarship. Additional leadership team members are sought.

Future projects include increasing networking opportunities, creating means to share information and ask questions, and more advanced skill training. Ways to make the Choral Anthem Project more user-friendly and informative are being developed through Liturgy Help's partnership with NPM on its planning calendar, such as including links to recordings and links for ordering or downloading the music, and providing a direct breakdown of which pieces correlate to the various parts of the Mass (i.e., Entrance Antiphon, First Reading, etc.).

Musical Skills Forum

The Musical Skills Forum assists in the development of formation and skills training for various musical disciplines. Members were recruited to the leadership team to oversee the various areas of this new forum. These six leadership team members have worked on the areas of vocal, choral conducting, organ, piano, and compositional skills. Our first task was to identify the musical skills needed by liturgical musicians for each area of interest. Detailed lists of these skills were generated, which are now the basis for our continued work.

In 2021, the Forum began a long-term, ongoing project of creating short video lessons intended to help the membership develop and improve these musical skills. Topics have included basic information on tempi, breathing, choral warm-ups, and wellness. New videos on a wider variety of topics are being planned and will be created or overseen by the Forum leadership and added at least quarterly. The video library is housed on the NPM website and is accessible to all NPM members at the Standard and Premium level.

Upcoming plans include surveying the members who have shown interest in our Forum. From this survey we hope to glean information about musical skills that the membership wishes to improve, as well as interest from members who might be willing to serve as teachers. The Forum hopes to create a regional list of available teachers as another resource for those seeking one-on-one guidance to improve their musicianship.

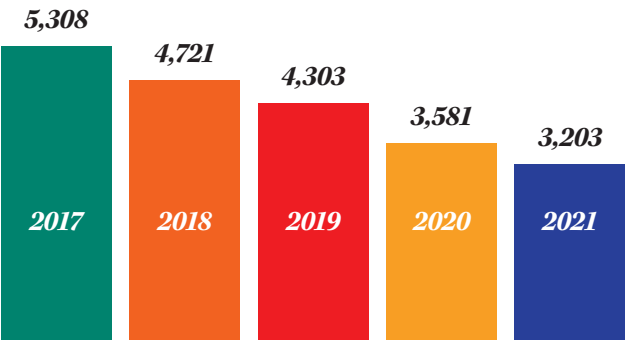
MEMBERSHIP

The Membership Forum has been working hard to spread the word about NPM. In 2021, we looked for opportunities to gain new members and worked with the National Office on strategies to regain members who had let their membership lapse. The forum actively sought to revitalize chapters that had been dormant and worked to make connections with members that could establish brand new chapters. We had particular success in helping to establish a chapter in the Diocese of Orange, CA, as well as making solid inroads toward the establishment of chapters in the Diocese of San Bernardino, CA, and the Diocese of Fresno, CA.

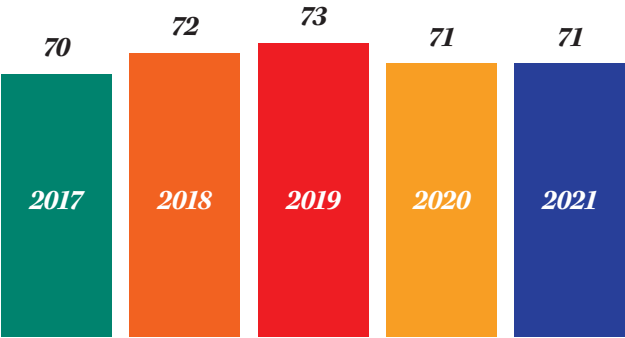
The Membership Forum also coordinated the election of the Regional Representatives, one of the new levels of member leadership within NPM. Behind the scenes, the forum has been working diligently on revamping the Chapter Handbook. This document is critical for all of our chapters across the country, as it will replace any and all existing chapter bylaws with a national standard. As we move forward into 2022, the Membership Forum welcomes ideas about how to strengthen awareness of the value of NPM, particularly in dioceses that do not currently have a strong NPM membership presence.

Membership Totals

Basic	624
Standard	1,894
Premium.....	685



Total Active Chapters



PROGRAMMING & CERTIFICATION

The Programming and Certification Forum has been hard at work in 2021. Certification has brought all forms of NPM Certification under one umbrella. (They were previously split over three different Interest Sections and three different National Committees.) This work positions NPM to standardize the certification processes and grow this valuable membership benefit. Subcommittees have been formed where appropriate to assist in the administration of specific instrument group certificates.

The Programming arm has developed a vast and diverse leadership team to support and grow NPM's programming. This central leadership team includes local leaders from past, current, and future national conventions and seeks to build institutional programmatic knowledge and experience within the volunteer leadership. The leadership team also includes other at-large members. Subcommittees have been formed to work specifically on the Liturgical Life of NPM Programming and on the Premium Members Colloquium. Current work includes re-imaging the convention planning process in a cohesive and collaborative way, as well as responding to the needs of all our members by developing additional forms of programming beyond our national Convention, held each summer.

In total, over 30 people are actively serving on five different committees within the Programming and Certification Forum.

Number of Certificates Issued in 2021

Basic Cantor Certificates.....	10
Intermediate Cantor Certificates.....	5
Cantor Colleague Certificates.....	2
Basic Organ Certificates	1
Joint NPM/AGO Service Playing Certification.....	3

2021 Convention

Number of in-person attendees.....	530
Number of virtual attendees	262

2021 Virtual Colloquium

Number of attendees.....	64
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Essentials of Catholic Liturgy

Number of participants in Track 1, 2, and/or 3	91
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SOCIAL MEDIA & TECHNOLOGY

Throughout 2021, technology allowed NPM to stay connected to our ministers and the Church at large. NPM stayed strong in this area by continuing to offer the Lunchtime Concert Series and Thursday Thoughts at 3, which started in 2020.

We hosted our most popular Thursday Thoughts at 3, "Our Legs Uttered Songs," a three-part series reflecting on Black Catholic leaders in our Church's history. The first episode alone received over 1,000 views on our YouTube channel, the most views of any of our videos in the first seven days of release.

The Lunchtime Concert Series continues to be a popular way to connect with fellow pastoral musicians and to enjoy music on our Wednesday lunch break. NPM was proud to host multiple virtual choir showcases in 2021, celebrating the many choirs across the country (and the world) who worked harder than ever to sing with one another, even when public singing was limited.

NPM also hosted its Annual Members' Meeting virtually in 2021, giving all members the chance to attend the yearly "State of the Union" for the association. About 400 members attended the live event or watched the replay.

NPM's Ministry Monday podcast saw a sharp increase in topics and speakers. Popular mini-series topics included music and technology, navigating the public domain, Gregorian chant, and the singing priest. NPM also began to regularly offer the podcast in video format this year, which increased visibility of the podcast (and NPM) on YouTube.

2021 Stats for Ministry Monday

Average number of subscribers:	4,041
Number of unique visitors:	4,538
Total page views:	8,522

Top Lunchtime Concerts

1. Alleluia! Love Is Alive - April 7, 2021
Sarah Hart
2. Easter Virtual Choir Showcase - May 5, 2021
3. Small Things, Great Love - October 13, 2021
Jim Hughes

Top Thursday Thoughts at 3

1. "Our Legs Uttered Songs" series–February 2021
Brother Mickey McGrath
2. "Body Mapping" series–April/May 2021
Bridget Jankowski'
3. "An Afternoon of Prayer & Reflection"–May 27, 2021
NPM's Asian Pacific Community

Social Media Stats

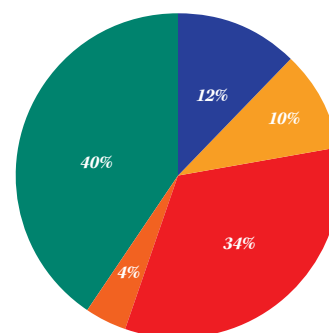
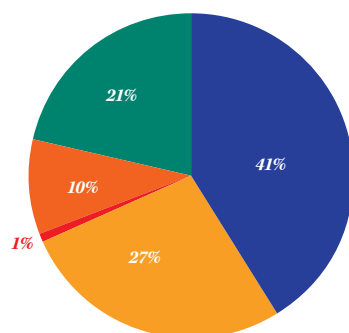
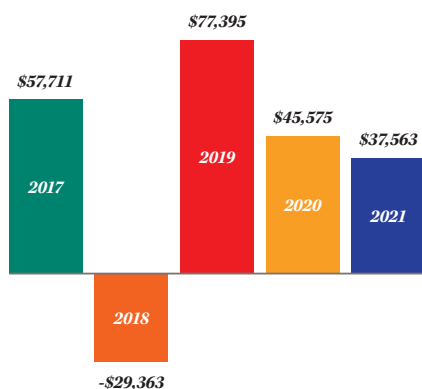
Facebook likes:	5,062
Facebook followers:	5,705
Instagram followers:	836
Twitter followers:	273
YouTube subscribers:	1,180
YouTube Channel Video Views:	19,518

FINANCE & DEVELOPMENT

The Finance and Development Forum oversees the stewardship, fiscal policy, and development activity of NPM and serves as a resource to the board and the Executive Director on all financial and fiscal matters.

In 2021, the Forum assisted with refining NPM's Annual Fund efforts and re-envisioning giving levels. The Forum worked with the Executive Director to make the first ever online auction a reality. When you review the Donor Roll beginning on page 22, you will see how many members and friends supported NPM with their financial generosity this past year. A record number of members participated in our Giving Tuesday "Power of Small" campaign which challenged members to give \$10.

The Finance and Development Forum is focused on growing annual revenues by diversifying revenue streams, evaluating NPM's fiscal health, and identifying steps to assure the Association's long-term stability. Various members of the Forum leadership team bring experience in financial audit, investments, and long-range planning, which will be of great value to the Association.



Profitability

2021	\$37,563
2020	\$45,575
2019	\$77,395
2018	-\$29,363
2017	\$57,711

Revenue

Membership	\$345,865
Convention	\$227,856
Institutes/Programs	\$8,391
Development	\$78,191
Other	\$179,183
Total Revenue	\$839,486

Expenses

Membership	\$98,715
Publications	\$80,837
Convention	\$265,890
Institutes/Programs	\$33,378
Administration	\$323,102
Total Expenses	\$801,923

OUR SUPPORTERS

It is an honor to introduce the Roll of Donors for 2021. The generosity of NPM's donors throughout the year allows us to develop and deliver services and programs to serve our members and their parishioners. In 2021, more donors than ever participated in Giving Tuesday!

Our members, friends, and partners continue to give generously. You gave to the ONE NPM fund, which supports NPM's most pressing needs. You gave to the Mark C. Kulyk Member Support Fund to provide memberships to your fellow members facing financial challenges. You donated with enthusiasm to the first online auction and bid with equal enthusiasm! We are also grateful for the continued support of named scholarship funds.

I hope you will take a few minutes and read about the work of our operational and ministerial forums in the pages of the Annual Report. Together, your donations and the work of NPM's forums, volunteer leadership, and national staff, make the mission of NPM a reality.

With profound appreciation,



Jennifer Kluge

Executive Director

director@npm.org

NPM Funding Opportunities

● *One NPM*

The annual One NPM fall funding campaign is the primary support for NPM's operations and growth. It supplements our membership dues and income from conventions and institutes.

● *Mark C. Kulyk Member Support Fund*

Established in 2017 in memory of a dedicated, longtime pastoral musician, this fund provides membership for those facing financial challenges.

● *NPM Scholarship*

NPM offers a slate of scholarships to those committed to advancing their pastoral ministry skills at academic institutions or through NPM-sponsored programs. We continue to support young pastoral musicians and those who mentor them.

St. Cecilia***Gifts \$10,000+***

Ken Gilman ●

Joyce Ravnika-Kulyk ●

Chris and Laura St. Clair ●●

St. Gregory the Great***Gifts \$5,000-\$9,999***

Jennifer and John Kluge ●

Peter and Trudy Maher ●

Martha and Jim Pedone ●

St. Peter Claver***Gifts \$2,500-\$4,999***Mary Prete Dalbis, in honor of
all working musicians ●

Berta Sabrio ●

St. Andrew Kaggwa***Gifts \$1,500-\$2,499***

James Kosnik ●

***St. Hildegard
of Bingen******Gifts \$1,000-\$1,499***

Marilee Beyer ●

Linda Budney ●

Thomas Byrne ●

Mary Lou Cantrell ●

Ann Carney ●

Charlene Dorrian ●

William and Anita Hill ●

Joyce Kister ●

Dolores Sokol ●

Linda Wesley ●

***St. Teresa of
the Andes******Gifts \$750-\$999***Jennifer and John Cherer, in honor
of Rev. Dennis P. Diehl ●●

Jeremy Helmes ●

St. John Wang Rui***Gifts \$500-\$749***Gregory Barras, in honor
of Philip Beining ●

Renee Favo ●

Christopher Ferraro ●

Lena Gokelman, in honor of
Sr. Maria Goretti Zehr ●Rosetta Medina, in honor
of Fred Medina ●

Brian Pouget ●

Michael Prendergast, in honor
of Nancy Bannister ●

Stephen Schad ●

Gerald Schmidt ●

Emily Strand, in honor of the
Contemporary Choir at Immaculate
Conception Parish, Columbus, OH ●

Peter V.B. Wells ●

***St. Rafael Guizar
y Valencia******Gifts \$250-\$499***

Robert Agnello ●

Henry Bauer ●

Delores Bauman ●

Mary Beaudoiu ●

Laura Bush ●

Jonathan Capece ●

Kathleen DeJardin ●

Jose Gallardo ●

Keith Kalembo, in memory of
Matthew Thomas Colson ●

Corinne Kelliher ●

Ross Kelsch ●

Valerie Lee-Jeter ●

Thomas Lijewski ●

Dolores Martinez ●

Margaret Matuska ●

Virginia Miller, in honor of the
Rochester NY NPM Chapter ●

Stan Stepnowski ●

Angela Stramaglia, in honor of
Fr. Paul J. Nienaber, SJ ●

Angela Weinroth ●

Wade Wisler ●

Daniel Wyatt ●

Karen Ziemba ●

***St. Alphonsus
Ligouri******Gifts \$100-\$249***

John Angotti ●

Rev. I.A. Arguelles, in memory
of Phil Beining ●

Jim Austrow ●

Mary Beth Barsh ●

Robert Batastini ●

Remi Bauer ●

Joseph Bazyouros ●

Stephen Bird ●

Pamela Bourscheidt ●

Amanda Bruce ●

Celebration Choir ●

Meyer Chambers ●

Josephine Chasse ●

Patty Christensen ●

Bonnie DeSalvo ●

Herbert Dillahunt ●

Kelly Dobbs-Mickus ●

Alice Eelman, in honor of Alice Eelman ●

Gary Feldhege ●

Marianne Fuchsen ●
 Elmer Godeny ●
 Randy Gracyalny ●
 Gail Hartin, in honor of Berta Sabrio ●
 Doreen Heath ●
 Joann Held ●
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 Philip Lortz ●
 Mary Malewitz ●
 Rita Manners ●
 Bruce Marshall ●
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 Kellen O'Grady ●
 Diane Schell ●
 Ron Sondagv ●
 Stephen Sudik ●
 Lynn Trapp ●
 Harry Tubman ●
 Anne Vasile ●
 Carolyn Weglein ●
 Tom Wierman, in honor of Bishop Carl
 A. Kemme, Diocese of Wichita, KS ●

St. Catherine of Bologna

Gifts \$50-\$99

Anonymous Donor ●
 Kenneth Barnes, in honor of
 Sheila and John Moglia ●

Boeing Company (Genevieve
 Constantino—employee
 donation match) ●
 Deborah Brown ●
 James Commyn ●
 Preston Dibble ●
 Nancy Douglass ●
 Linda Farrior, in memory
 of Phillip Benning ●
 Robert Fisher ●
 Janet Fornalik, in memory
 of +Fr. Ed Szpiech ●
 Mary Frimml ●
 Anthony Gallina ●
 Carol Hance, in loving memory
 of Jim and Cyrilla Grosjean ●
 Susan Hugelmeyer ●
 Bridget Jankowski ●
 J. Michael Joncas ●
 Raymond Jones ●
 Jeffrey Keyes ●
 Donna Kinsey ●
 Dee Kittany ●
 Mary Ellen Lanzillo ●
 Mary Mattingly, in honor of
 Mary O. Morrison ●
 Lauren McCaul ●
 Joseph McCoy, dedicated
 to Geoffrey Lewis ●
 Judi Montemurro ●
 Thomas Nunan ●
 Betsie Pendarvis ●
 Patricia Pogue ●
 Andrea Ramos ●
 Myrna Schultz ●
 Joan Seamon, in honor of Jill Szabo ●
 Wendy Silhavy ●
 Walter Smith ●
 Keisna Sosa ●
 Joyce Thorpe ●
 Gordon Truitt ●

Blessings to NPM

Gifts up to \$49

Janet Andrychuk-Tedesco ●
 Taylor Baca ●
 Todd Baltz, in honor of Dennis Holt ●
 Kathleen Bartlett ●
 Christine Bianco ●
 Sonal Blumenthal ●
 Jonathan Branton ●
 Paul Bresciani ●
 MaryAnne Brown, in memory
 of Professor Frank Walsh ●
 Lynn Brugnolotti ●
 Timothy Brunk ●
 Teresa Carver ●
 Church of the Good Shepherd ●
 Paul Colloton ●
 Louise Crook ●
 Patricia DeLisio ●
 Stephany Dobosz ●
 Michael Doe ●
 Mary Dumit ●
 Teresa DuSell ●
 Terry Gonda ●
 Pamela Hamann ●
 Phyllis Harris, in memory
 of Tim Dyksinski ●
 Lori Hogan ●
 Timothy Jones, in honor of St. Cecilia ●
 Jacquelyn Kallman ●
 Mary Keefe ●
 Helene Kloss ●
 Veronica Laite ●
 Colleen Lenord ●
 Christopher McGilton ●
 Joseph Messina ●
 Jill Maria Murdy, in thanksgiving for
 those who led me along the path ●

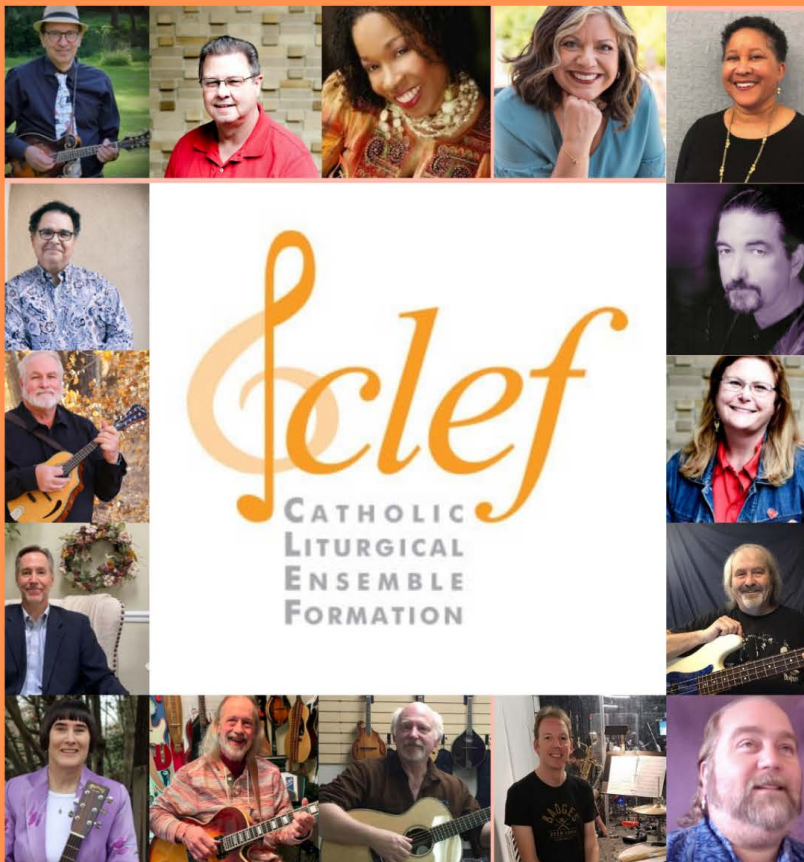
Anna Belle O'Shea ●
Our Lady of Perpetual Help Parish ●
Diane Painter ●
Terry Pastura, in memory of
Nancy, the Lady in Blue ●
Fred Peralta ●
Cynthia Plazek ●
Glenn Porzadek ●
Cecile Provencher ●
Mary Jo Quinn ●
Brenda Renaud ●
Rex Rund ●
Martin Salgado ●
Kevin Samblanet, in honor of
Robert J. Samblanet ●
Krista Schupbach ●
Arlala Sheppard, in honor of
Mary Lynn Pleczkowski ●
Lynn Sitek ●
Kristin Smeltzer ●
Walter Tambor ●
University of Notre Dame ●
Thomas Uva ●
Paula Vasey ●

Ann Weiss ●
Joanne Werner ●
John Winkels ●
George Winne ●
Gayle Wittmann ●
Faith Yassick ●
Kathie Zakresky ●

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Liturgy Training Publications
Bob McCaffery-Lent
Anna McReynolds
Marge Melton
MorningStar Music Publishers
NPM Board of Directors
NPM National Office Staff
OCP (Oregon Catholic Press)
ONE LICENSE
Peter's Way Tours
Luke D. Rosen
Simply Liturgical Music
Laura Forbis St. Clair



Summer Program for Ensemble Musicians July 17- 22, 2022

Hands-on Ensemble Sessions
for Instrumentalists & Vocalists
Retreat Track
Private Coaching
Morning, Evening, and Taizé Prayer
Celebration of the Eucharist
Faculty Concert and Open Mic Night
Practice Time and Free Time

For more information and to register:

<https://clef.life/>