About our approach

Like a great fire, Vincent on Leadership: The Hay Project awakens and advances the vision, values and leadership practices of St. Vincent de Paul in people and organizations worldwide. Providing research, training, education, and collaboration in the manner of St. Vincent, the Project ensures the continuance of the legacy of St. Vincent de Paul’s organizational genius and leadership skills in the service of others.

We call it Vincent on Leadership after St. Vincent de Paul, whose legacy lives on nearly 400 years after his death in the members of the Congregation of the Mission (Vincentians), the founders of DePaul University where we are housed.

We call it The Hay Project in recognition of William and Mary Pat Gannon Hay, whose generosity and deep admiration for Vincent de Paul gave birth to this endeavor.

We call it Project to imply practicality and action.

We have a sense of urgency, thus the notion of Vincent’s idea that we should do what we do with zeal—“like a great fire.”

The goal of Vincent on Leadership: The Hay Project is to support today’s Vincentian leaders in our integration of St. Vincent de Paul’s leadership vision and values, his organizational methods, and his managerial practices. Our goal is accomplished by a focus on four main areas of endeavor:

- Research and Publications
- Training and Development
- Education and Sustainability
- Networks and Collaboration

In so doing, we continue the legacy of Vincent de Paul in our hearts, minds and actions, for we are his legacy.
Letter from the Director

We are publishing this annual report on our activities several months later than our typical practice. I could try to blame that on our horrendous Chicago winter and I am sure many of you would be sympathetic. The truth, however, is more positive than that: we have been very busy!

While this report primarily covers our activities for the 2012-2013 academic year, we also want to take this opportunity to share some of the exciting things that happened during the autumn and winter academic quarters of this current year. We continue to expand our reach here at DePaul and around the globe in sharing the story of Vincent’s leadership values and practices as the centerpiece for leadership development.

I also want to take a moment to acknowledge the retirement from DePaul University of Dr. J. Patrick Murphy, CM, co-founder of the Project. Dr. Murphy has been on a well-deserved academic leave since July 2012 after stepping down as director of the School of Public Service, a position he held for 18 years. During his leave, Dr. Murphy shared his expertise in strategic planning and board development as a consultant to All Hallows College in Dublin and DePaul International. He has accepted an offer of early retirement from DePaul in part to continue his work with DePaul International, offering Vincentian-based leadership training. We wish Dr. Murphy well in his new endeavors, and are pleased to know that we can continue to call on his expertise to guide and facilitate the work of the Project.

As always, we appreciate your support and hope you enjoy reading about our accomplishments.

Sincerely,

Patricia Bombard, BVM, D.Min
Director

“Today’s efforts will make tomorrow’s easier.” — Vincent de Paul
“It seems to me that your leadership improves every day and is producing additional results...” — Vincent de Paul

Patricia Bombard, BVM, D.Min
Director

J. Patrick Murphy, C.M., Ph.D.
Chair

Krzysztof Komperda, B.A.
VISTA Associate
We have continued work begun in 2012 on a book offering wisdom and practical advice drawn from Vincentian approaches to fundraising. The book will feature chapters telling the story of successful start-ups, such as DePaul International, which has grown from a $300,000 per year charity founded 20 years ago in England to one that today raises $30,000,000 annually and has an international presence. A chapter on one of the oldest Vincentian organizations, the Society of St. Vincent de Paul, will tell the story of the local and national responses in the United States to hurricane Katrina which wiped out New Orleans, Louisiana, and the tornado that struck down Joplin, Missouri.

While on academic leave during 2012-2013 and the current year, Dr. J. Patrick Murphy found time to research and develop two chapters for the book; one relating the exemplary Vincentian philanthropy of William and Mary Pat Gannon Hay and another on creative alternatives to resource development. Dr. Patricia Bombard has researched an article on the history and present revitalization of the oldest of Vincentian organizations, the Association of International Charities (AIC), known in the United States as Ladies of Charity.

We are grateful to our co-authors on this project to date: John Rybolt, CM, for a chapter on Vincent de Paul’s best practices as a fundraiser; Mark Pranaitis, CM, for a chapter on cultivating major and planned gifts through relationship-building; Bill and Mary Frances Jaster for their story of the start-up of the Colorado Vincentian Volunteers; Charles Shelby, CM, for a chapter on Vincentian personalism and the bequest; Mark McGreevy and Lianne Howard-Dace for their story on DePaul International; Roger Playwin and Steve Martinez for their story on the Society; and Teresa Manna for her chapter on getting beyond rejection.

Forgiveness Research
We also are researching the significant role of forgiveness in the Vincentian mission, hoping to write an article connecting it to current research into the positive effects of practicing forgiveness in today’s workplace.
Opportunities to expand our training and development programs took up the bulk of our time and energy in 2012-2013 and continue to do so. Among these activities are:

**Values-Centered Leadership Online Certificate, Level I & Level II** – supported in part by a grant from the Vincentian Endowment Fund, program development during 2012-2013 for a 10-week follow-up to our original course (now in its fourth year) led to the successful launch of the new course in January 2014 with 50 online participants. We anticipate offering this course again in January 2015.

**Chinese Leadership Initiative** – in June 2013, we welcomed 18 Catholic priests for the four-week leadership development course coordinated in collaboration with Hugh O’Donnell, C.M. and others. In June 2014, we hope to welcome 26 Catholic sisters for a similar program. We also developed and submitted two grant proposals to request funds in support of this project, one to the SC Ministry Foundation sponsored by the Sisters of Charity of Cincinnati for which we received a donation of $8,000; and one to the Sisters of Charity of the Blessed Virgin Mary of Dubuque, IA, which resulted in a grant award of $7,000.

**Leadership Workshop Series:**
- **Generational Views on Leadership Styles and Approaches**
  - Thomas Maier - September 17, 2012
- **Leadership Coaching for Performance and Growth**
  - Elizabeth A. Kaye - September 26, 2012
- **Leading Effective Teams**
  - Elizabeth A. Kaye & Patricia M. Bombard - October 3, 2012
- **Facing Differences and Difficult People: Negotiating Diversity in the Workplace**
  - Patricia M. Bombard - January 28, 2013
- **Overcoming the Culture on Nice: How Non-Profits Can Move from Avoiding Conflict to Delivering on Mission**
  - Dominic J. Perri - February 18, 2013
- **Do Good Great: Purpose Driven Strategy**
  - Mark Light - March 13, 2013
- **Get Your Dream Job: I Did!**
  - William E. Hay - May 6, 2013
- **Leading Effective Teams**
  - Elizabeth A. Kaye & Patricia M. Bombard - May 15, 2013
- **Leading Effective Teams**
  - Elizabeth A. Kaye & Patricia M. Bombard - September 25, 2013
- **Managing Tough Team Conflicts**
  - Patricia M. Bombard - October 23, 2013

170+ Faculty & Staff attended 2012 - 2013 Workshops
MPS 520 - Values-Centered Leadership
This online credit course offered through the School of Public Service at DePaul University presents values-centered leadership as the emerging model of leadership in the 21st century. Students learn foundational theory and study examples of values-centered leadership in an attempt not only to understand it but to internalize it. Through reading, critical reflection, study, and class presentations by fellow students and the instructor, students are better able to be values-centered leaders and to call forth this kind of leadership in others. Students also engage in a cooperative learning model. The Autumn Quarter session includes a study abroad extension at DePaul Institute of Science and Technology (DIST) in Angamaly, Kerala, India.

MPS 521 - Leadership & Management
Offered through the School of Public Service at DePaul University, this course focuses on key factors which affect employee behavior and the nature and purposes of leader and managerial roles. In addition, it addresses recent research in leadership and management and the legal environment of personnel management, in depth analysis of psychological systems, interpersonal relations and the relationship of rewards to performance are addressed through case studies, role playing and readings.
Today, approximately two-thirds of SPS students pursue a career in the nonprofit sector, and one-third work in government. SPS is unique in that it educates the two groups together, helping students to gain a practical knowledge of each sector’s challenges, thereby fostering a working relationship that provides a foundation for future collaboration.

Autumn Quarter 2012, Dr. Patricia Bombard taught the elective, online course MPS 520 Values-Centered Leadership through the School of Public Service. Eight students from this class participated in the extension trip to the DePaul Institute of Science and Technology (DIST) in Kerala, India. Dr. Bombard again taught the online course in Spring Quarter 2013.

Students and SPS faculty also attended the October 2012 conference of the India Development Coalition of America (IDCA). Hay Project staff volunteered to assist IDCA member Hari Lamba with the development of a children’s book on climate change.

A highlight of the Autumn 2014 Quarter was hosting a visit to DePaul by Nomenee Robinson Sr., (above) who offered four lectures on topics related to business and ethics, drawing on his many years as an international business leader, consultant, and educator. Mr. Robinson holds an MBA in international finance from Harvard Business School, and currently serves as a consultant to several international initiatives in the country of Nigeria. He served as an Executive of Kodak for 20 years in Lagos, Nigeria, An uncle to Michelle Obama, he began his professional career as an architect in Chicago and was an early member of the Peace Corps, serving for two years in India in the 1960’s. Mr. Robinson served as adjunct professor at the Lagos Business School in Lagos, Nigeria and at DePaul University, teaching strategy, international marketing, and entrepreneurship and marketing.
Network & Collaboration

We are pleased to offer service to a number of offices, departments, and divisions within DePaul University, to the larger Vincentian Family, and to other nonprofit organizations. Highlights of these collaborations during the 2012-2013 year and into our current year include:

• **DePaul’s Alumnae Seeking Knowledge (ASK):** Presentation on “Leadership Beyond Job Titles” for a networking breakfast on Tuesday, November 13, 2012 attended by about 60 people, including mentors, graduate and undergraduate and graduate students.

• **DePaul’s College of Liberal Arts and Social Sciences Mission and Social Justice Task Force** – served as a representative of the School of Public Service on this task force.

• **DePaul’s Human Resources Learning Showcase** - designed and staffed a poster session to introduce DePaul Staff to our trainings.

• **DePaul Engage** – continued to attend meetings and promote networking among those at DePaul whose focus is developing students as socially responsible leaders

• **DePaul’s University Ministry** – continued to attend and support sponsored events, including Day with Vincent retreats and Lunch with Vincent

• **DePaul’s Steans Center** – we continue to be grateful to the Steans Center for assisting us with the marketing of our leadership courses and workshops to its community partners

• **Society of Saint Vincent de Paul, U.S. National Council** – continued service on leadership development task force

• **Society of Saint Vincent de Paul, Victoria, Australia** – continued to serve on an advisory committee tasked with designing a leadership course for Society personnel and volunteers based on the Project’s online Values-Centered Leadership Certificate
• Society of Saint Vincent de Paul, Western Australia – we were pleased to visit in July 2012 with Mark Fitzpatrick, Chief Executive Officer, during his visit to Chicago, and to learn from him about the challenges faced by the Society and other Vincentian organizations serving in western Australia

• Vincentian Family Chicago – assisted with planning and facilitation for two meetings to gather representatives from Vincentian organizations in Chicago, one in the fall of 2014 to mark St. Vincent’s Feast Day, and one in the Spring 2014 to mark St. Louise de Marillac’s feast day; also designed the flyers and created a website for the group

• Illinois Campus Compact – partnered with ICC to have a VISTA volunteer placed at DePaul to assist with the work of both our projects

• 8th Day Center for Justice – provided facilitation for one session on communication skills during the August 2012 staff day, and arranged to have Don Mullan, humanitarian, author, social entrepreneur, and a guest lecturer during the year at DePaul, as a speaker for a brown bag lunch in April 2013.
Noteworthy

• **Krys Komperda, VISTA volunteer** - we moved forward in a number of ways with our goals and objectives during 2012-2013 largely due to the talents and dedication of Krys Komperda, who joined us in April 2012 as a VISTA volunteer. Krys has an extraordinary talent for graphic and website design. He helped us to update the illustrations for our Vincentian Leadership Model, updated our website, and produced a number of flyers for us and for our collaborators. He generously volunteered time with the Chicago Vincentian Family project and with St. Vincent de Paul parish. We wish Krys all the best as he leaves DePaul and moves on to the next phase of his career.

• **The OpEd Project** – another of the things that kept us busy this year was the opportunity to join a cohort of DePaul faculty and staff between December 2013 and March 2014 selected as DePaul Public Fellows in a project co-sponsored by DePaul University and The OpEd Project. The intense writing project resulted in two opinion pieces by Patricia Bombard published by online media. The first piece, written around the holidays, suggests that establishing peace on Earth can begin with creating peaceful meetings. It appeared in the January 14, 2014 edition of Quartz, a digital business news outlet. The second piece, offering advice on how to “Do What You Love,” appeared in the May 12, 2014 edition of the Huffington Post’s blog on healthy living.

• **Buffalo Bill Radio Show** – in February 2012 Patricia Bombard made a guest appearance on DePaul Radio, invited by Mark Elder, CM, host of his own half-hour weekly show.
Donate

**Types of support:**
- Scholarships for participants in our online leadership development courses
- Stipends for visiting lecturers and course facilitators
- General operations

If you have an interest in supporting the project, please contact the Project Director, Patricia Bombard at: pbombard@depaul.edu or 312-362-5522

Make checks payable to DePaul University and put: “Hay Leadership Project” in the memo line.

**Mail Your Donation to:**
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