

DIVISION OF

Mission + Ministry

Executive Annual Report



Executive Annual Report

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Letter from the VP

Fr. Guillermo Campuzano, CM

I returned to DePaul with great eagerness to take the position of Vice President of the Division of Mission and Ministry (DMM) in early March. After one week in the office I suddenly found myself working from home and onboarding remotely during a global pandemic, trying to find my voice and that of the division's while serving on multiple committees formed to respond to the crisis.

Thankfully, the Division of Mission and Ministry has a long tradition that makes us clear on who we are and what we are called to do during both calm and turbulent times. DMM has a central role in cultivating and maintaining the ethos of DePaul University as DePaul is an institution truly grounded in mission. We connect with the broader university community through education, collaboration, service opportunities, interfaith ministerial support, academic research, and celebration of our central common mission.

For faculty and staff it is clear that the mission is central to who DePaul is. For students, particularly first years, mission is a slowly unveiling gift we hope they will discover through their classes and co-curricular activities that will make DePaul the place for them to meet, engage in meaningful conversations, and connect their own educational, professional, personal, and spiritual development to that of helping the world become a better place for all. I am grateful to be surrounded by qualified and passionate staff, fully dedicated to engaging all members of the DePaul community to make meaning and find ways to be resilient together as well as conducting and publishing Vincentian research to keep our Vincentian heritage alive in a meaningful way.

While this executive annual report, pulled from a longer document, is a reflection of the entire previous academic year, I believe our continued response to the COVID pandemic is especially central. As a division we decided to read the meaning of this event beyond the immediacy of the pandemic itself, connecting the crisis with the current reality of our work in a systemic way. This crisis needs to be understood as a demand to change the current order of things. DMM has pledged to leverage this opportunity to work toward a better and more sustainable future for humanity as can be seen in our 20-21 goals, not go back to "business as usual." We need to attend more than ever to life, especially life that is at risk, as Vincent did in his day.

We're making an effort to reflect on mission with innovation and creativity, including strengthening our mission reach through our distributive model of leadership, embarking on a participative Mission Statement Review process involving stakeholders at every level, and supporting student communities even while remote so students can find places for affinity, meaning-making, and simple human connection that we hope will support them and provide an anchor for their retention at DePaul.

We feel invited to continue our work together with the wisdom of collaboration, unity in diversity, resilience, and creativity to the infinite with the wisdom of love.



Fr. Guillermo Campuzano, CM



Overview

The Division of Mission and Ministry sustains the historical legacy of Vincent de Paul and the Vincentian heritage and mission and strengthens institution-wide attention to the religious and spiritual development of students, faculty and staff with special attention to service with people who are poor and/or marginalized. Our work has a positive, visible, and measurable impact on the religious and spiritual life of the DePaul community and strengthens understanding and real-world expression of DePaul's mission. The Division of Mission and Ministry is comprised of four areas:

The **Student Engagement Area** supports and nurtures students' spiritual and faith lives through the ministry and programs offered by *Catholic Campus Ministry*, the *Religious Diversity and Pastoral Care* team, and the *Vincentian Service and Formation* team. Spirituality, service, and a commitment to justice are at the heart of the learning that happens at DePaul and involves diverse students who are Catholic, Protestant, Jewish, Muslim, Buddhist, Hindu, atheist, questioning, seeking and more.

The **Faculty and Staff Engagement area** focuses on building a comprehensive "ladder of mission engagement" involving programs, initiatives, and opportunities focused on encouraging, equipping and empowering DePaul's faculty and staff to integrate mission into all aspects of their work at DePaul. The vision of the team is to sustain a distributed community of practice for mission leadership across the university, while providing ongoing pastoral care and support for DePaul's faculty and staff.

The **Vincentian Studies Institute's** promotes a living interest in the historical and spiritual heritage of the Vincentian Family. The VSI supports collections, research, publications such as the *Vincentian Heritage Journal* and other forms of scholarship that advance the study of Vincentian Heritage and nourish the praxis of the Vincentian family.

The **University Ombudsperson's Office** provides a safe and confidential environment outside formal channels for faculty and staff to discuss issues, concerns, and problems relating to the university that they deem to be inconsistent with DePaul's mission and values. The Ombudsman identifies options and strategies for resolution rather than imposing a solution.

By the Numbers

2019-20

27,348 student touchpoints

by the **STUDENT ENGAGEMENT AREA** teams

459 views Baccalaureate Interfaith Celebration

1,290 participants

New Student Service Day

10,440 hours

of community service
provided through **DMM** programs

280 unique participants - *Sunday Night Mass*

600 participants - *Ash Wednesday*

1,500

students, faculty, and staff **participants**
in activities led by 15 **VSF** student leaders

13 years

Lunch with Vincent has been offered
to DePaul faculty and staff

26,606 unique downloads

from *Via Sapientiae*
from **167** countries

151 student leaders fulfilled the Vincentian
History Domain of the **DMM** Student Leader
Common Mission Formation

1,300 average monthly views
on *Way of Wisdom Blog*

565 unique faculty and staff

engaged by **FASE** mission programs
during the academic year

75 - faculty and staff participants
in the *Day with Vincent* retreat program

139 Service Immersion participants

15 Daughters of Charity

at virtual *Dinner with the Daughters*
during Louise Week.

\$245,265 total

Vincentian Assistance Fund awards to
266 students in need

11,688 student touchpoints

for Catholic worship services
and faith programming

829

student, faculty, staff and alumni **participants**

Vincentian Service Day

871 individual

pastoral **care sessions** provided

226 for \$245,265 vs. 14 for \$24,765 -
total ***Vincentian Assistance Fund*** awards
2020 vs. 2019

200 average views

for weekly ***Mission Monday*** reflection

289 students participated
in the ***Spring Quarterly Interreligious
Celebration***

30 customized workshops

led by **MMM** team and **VINNY SQUAD**
with student participation of **824**

382 participants registered, and 43
organizations signed up to host an activity at
Vinny Fest

40 events

with **866** unique **student participants**
Meet Me at the Mission







2019-20 Highlights



Learnings from the Time of COVID

DMM staff were tasked with noting their learnings and best practices during the spring time of pandemic. Here are some highlights from many lessons learned:

For faculty and staff, asynchronous content and service opportunities were the most effective delivery model. For students, though they complained of “Zoom fatigue,” they continued to want to meet in groups and Zoom remained an essential connection tool – one that demanded creativity.

In a time of uncertainty and amidst feelings of powerlessness and isolation, people need group meaning-making spaces and programs to reflect communally on current events beyond just the pandemic and to connect with peers. Demand for individual pastoral care soared and was met through a variety of virtual channels.

Material needs of students also soared during COVID, and Vincentian attention to charity as well as justice and spiritual well-being demanded a DePaul response through the Vincentian Assistance Fund, which was augmented with \$250,000 additional dollars by the institution.

DMM used the liminal time of COVID to implement a new vision for events and new programs created included online MidWeek Prayer, “Solidarity with Seniors” service, Interfaith Baccalaureate, Ozanam Cafés, “Gathering For The Sake of The Mission: Dialogues For Justice” and “Vincentian Leadership in the Time of COVID-19” workshops. Staff will continue to offer remote opportunities like volunteer service, faith-sharing groups and the SOMOS Latinx Art Festival even once the community is fully back on campus to meet needs of students.

Vincentian research and resources, such as Vincent’s response in a time of pandemic and insights on Vincentian health care, can provide useful insights for contemporary times and will continue to be used as a tool, shared more effectively with the DePaul community through enhanced social media.

“My attendance at the Ozanam Cafe meetings allowed me to fulfill my social needs as our engaging discussion topics, open environment, and charismatic leaders all contributed to a weekly event that I looked forward to. Furthermore, our deep discussions allowed for relationships to form amongst the group more quickly than a normal group on campus, building a community of comfort when it was needed the most.”

- Peter Wild Crea, Student Co-host

Student Engagement Area (SEA) Highlights

The Student Engagement Area is comprised of 3 areas: Catholic Campus Ministry, Religious Diversity and Pastoral Care, and Vincentian Service and Formation and offered these highlights about their work.

Pastoral Care

Over 750 one-on-one individual pastoral care conversations took place over Zoom with the vast majority unfolding in the spring quarter as students and some faculty and staff sought guidance in response to COVID-19 and racial tensions. These intentional and intense conversations, always through the lens of spiritual perspectives, assisted those seeking pastoral care in addressing personal, academic, or life-changing challenges. In addition, staff recorded nearly 1,000 pastoral care-related emails sent.

SEA's Response to Racial Injustice


SEA initiated a concentrated effort to speak out against institutionalized racism, to raise awareness, to support the Black Lives Matter Movement, and to provide care and support to students and other members of the DePaul community most impacted by racial trauma. Such efforts included prayer and reflection, increased pastoral care availability—particularly to students like those involved in Sankofa Black Student Leadership program—a Chai Chat about #BLM, and the development of “Gathering for the Sake of the Mission: Dialogue for Justice” series in collaboration with campus partners.

Peace and Justice Training

Prior to the spring's accelerated social unrest, several SEA student organizations participated in restorative justice training and peace circles. The Community Peacemakers student leaders also worked on creating and facilitating Chicago Public School classroom activities around social justice.

Vincentine Service Day (VSD) was done remotely for the first time in 22-years

Rather than canceling the annual VSD, DMM staff and student leaders pivoted to create a remote service day with less than two months lead time. The DePaul community was able to participate by choosing from one of three virtual service categories. In the end, 829 faculty, students, staff and alumni participated. VSD - along with fall's New Student Service day that had 1,290 participants - remained an excellent vehicle to involve a DePaul population beyond DMM's weekly DCSA service groups and Immersion Trip participants in volunteering and expanding mission impact beyond campus through partners in the Chicago community.



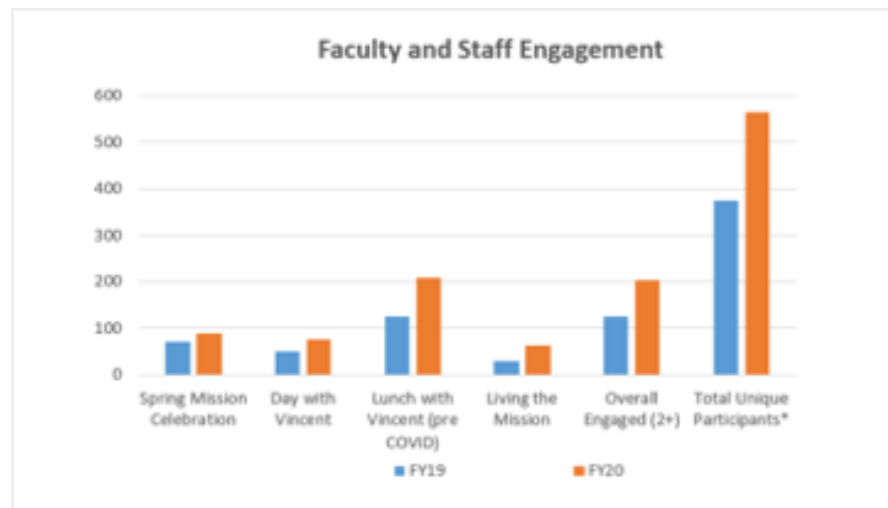
“I have done service before and have worked with different charities, but the experience was always abstract or only for a few people at a time. I never really got away from the numbers and statistics. During this [service], I met the people I was serving and realized that they were not just another number. They are real people with families depending on them.”

- VSF student volunteer

Faculty and Staff Engagement (FASE) Highlights

The FASE Team continued their focus on expanding their reach and enlarging a distributed community of practice for mission leadership across the university while also providing ongoing pastoral care and support for DePaul's faculty and staff. Here are some highlights of their year.

An increase in program participation across the board:



Effective Mission-Based Programming Provided during WFH/COVID Crisis:

The FASE team adapted to the work from home reality by offering a broad menu of virtual synchronous and asynchronous mission engagement opportunities. Some successful programs included:

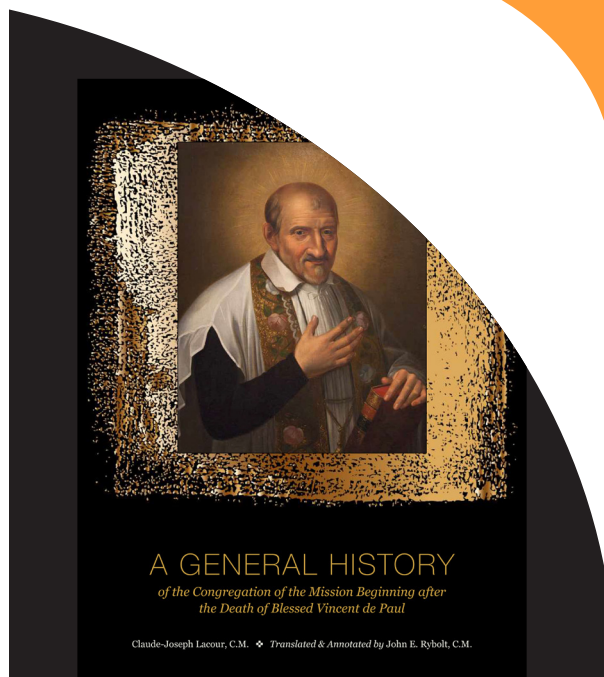
- 172 DePaul Faculty and Staff and 78 Alumni participated in a 5-day FASE-sponsored Online Retreat held in April during the work-from-home period
- 132 DePaul Faculty and Staff participated in the Solidarity with Senior service project. Numerous other smaller scale programs emphasized pastoral/spiritual care for DePaul faculty/staff and facilitating community-building connections
- Connection Cafes and Faculty/Staff Book Club
- Individual pastoral care to faculty and staff, including coordinating memorials during COVID

Strong Interest by DePaul Units for FASE Presentations and Facilitation:

FASE Staff were invited to lead over 20 mission-based presentations, programs and workshops for different DePaul departments, colleges, and units. These included "Mission 101" sessions, mission reflections and retreat like experiences, help in connecting a sense of Vincentian mission to the work of the unit, and serving as facilitators for dialogue and listening sessions involving faculty, staff and students.

Planting Seeds for Participation in Distributive Leadership Model for Mission:

62 new employees participated in three Living the Mission sessions for new staff; in the fall, winter and spring. The number of participants represented a 110% increase over the previous year. The evaluations were positive (4.41 average on a 5 point scale.) Learning about the history and living legacy of DePaul and connecting with other colleagues were particularly popular aspects of the program. A majority of participants expressed they would like to attend a level two of this program.



Vincentian Studies Institute (VSI)

The mission of the Vincentian Studies Institute is to promote a living interest in the historical and spiritual heritage of the Vincentian Family under the patronage of Saint Vincent de Paul (1581-1660) and Saint Louise de Marillac (1591-1660). To that end, the VSI supports collections, research, publications and other forms of scholarship that advance the study of Vincentian Heritage. For members of the Vincentian family, the effectiveness of their praxis emerges from, and is nourished by, a living interest in their history and spirituality.

VSI publishes “Vincentian Heritage,” a peer-reviewed journal, bi-annually:

From 1 July 2019 through 23 June 2020, Via Sapientiae, the online host for the journal's entire published catalog recorded 26,606 unique pdf downloads of Vincentian Heritage articles from 167 countries worldwide.

Publishing ground-breaking Vincentian scholarly works:

VSI published *A General History of the Congregation of the Mission Beginning after the Death of Blessed Vincent de Paul*, by Claude-Joseph Lacour, C.M., translated and annotated by John E. Rybolt, C.M. - the earliest known history of the Congregation of the Mission dating from about 1730. VSA also published four online volumes of additional Vincent de Paul texts translated and edited by John E. Rybolt, C.M. which offer more than 650 additional texts totaling more than 4,000 pages.

Vincentian multi-media content:

DMM's YouTube page has been steadily growing over the last several years and made almost a half million impressions in the last year (462,700). The DMM podcast page was recently re-tooled and in the last month of the fiscal year had 2,100+ listens, most of these coming in the last month or so with a new interview format on immigration issues.

Scholarships and Direct Financial Assistance

The need for assistance with basic needs dramatically expanded during COVID as students faced loss of employment, excessive medical needs, and more. To help meet one-time needs for items including food, rent, utilities, and funeral expenses the Vincentian Assistance Fund marketed its availability to the DePaul community for the first time rather than relying on referrals. In response to overwhelming requests the university provided \$250,000 in assistance on top of VAF's original budget in FY20.

Vincentian Assistance Fund			
	Individuals Assisted	Total Dollars Provided	Average Award
Total Assistance in 2019-2020 YTD	226	\$ 248,680.84	\$ 1,100.36
Total Assistance in 2018-2019	14	\$24,764.53	\$1,768.90
Total Assistance pre-COVID (July 1, 2019 - March 15, 2020)	10	\$13,800.00	\$1,380.00
Total Assistance during COVID (March 16, 2020 - June 29, 2020)	216	\$ 234,880.84	\$1,087.41

DMM also continued to oversee multiple scholarship programs:

Scholarship	Recipients	Total Dollars
Vincentian Assistance Scholarship	133	\$445,366
International Vincentian Scholarship	5	\$112,774
Frederic Ozanam Scholarship	4	\$72,960
Vincentian Heritage Tour Scholarship	20	\$52,400
Vincentian Dependent Scholarship	2	\$32,582
Catholic Learning Community Scholarship	12	\$31,440
Vincentian Community Service Fellowship	2	\$29,955
Mission and Ministry Summer Scholarship	5	\$14,360
Marillac St. Vincent's Scholarship	1	\$14,350
Catholic Theological Union Scholarship	3	\$13,664
General Mission and Ministry Scholarship	1	\$5,770
Center for Public Interest Law Summer Scholarship	2	\$10,000
Total	190	\$835,621

Ombuds Office

In keeping with its Vincentian and Catholic identity, DePaul University seeks to ennoble the dignity and respect of every member of its community. It also expects the same from individual members of the community in their relations with each other. The Ombudsperson offers faculty and staff a resource to deal with issues, concerns, and problems that might not otherwise be addressed by official channels of communication.

DePaul has chosen to situate the Ombudsperson (or Ombuds) office within the Division of Mission and Ministry to particularly stress the importance of the University's mission and values in influencing management decisions and how we work with each of our colleagues. Moreover, the Office has developed educational programs on the role of the Mission and Catholic Social Thought on how we engage in professional and respectful ways within the workplace.

During the last fiscal year, the Ombuds Office received 337 visitors. Follow-up work for each of those visitors generated 587 total contacts. Given the yearlong attention regarding budget issues plus the response to Covid-19, we saw an increase in individuals raising questions and addressing the budget as well as the ongoing role of Mission in DePaul's future in light of the financial concerns. We were also called into more meetings and trainings on how to respond to the pandemic. We give thanks to all those who called upon our services and challenged us to enable DePaul to live up to the promise of its Mission.



Marketing and Communications

In 2020 the Division created a part-time position of Specialist in Marketing and Communications to help fulfill objectives on the DMM strategic plan. This role is intended to help the Division move forward ideas and projects that create awareness, educate, recognize and reinterpret our Mission in the 21st century. An important function of the role is to create greater symmetry with University marketing and stronger Divisional collaboration to enhance student, faculty and staff engagement and support through online channels.

Some notable marketing facts from 2019-20:

- Partnered with DePaul Newsline to publish mission content regularly
- Achieved an average 1,300 monthly views (and growing) on DMM's *Way of Wisdom* blog
- Created processes to successfully coordinate and amplify Division message, programming and services
- Produced 3 divisional film projects: *Explore Your Purpose: DAX House*, *Religious Diversity Video Series: Muslim Life*, and *Vincentian Studies Institute 40th Anniversary Video*

Monthly Trend of Users

Jul 1, 2019–Jun 30, 2020

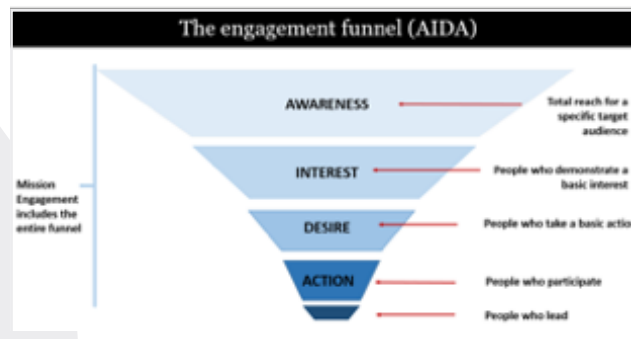
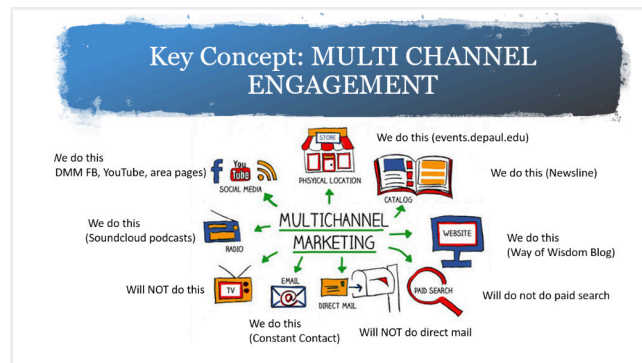


Way of Wisdom blog users



Assessment

The Division of Mission and Ministry has been assessing its online campaigns using the Engagement Funnel model. Below is one example of how that model was used.



covid 19 communication case study

Rev. Robert Maloney, C.M., wrote a reflection on Vincent de Paul's response to plague. DMM created a blog post with links to references in the Vincentian Heritage Collections. DMM recorded a podcast based on the written text.

The piece was distributed through Constant Contact emails and had a 46% Open rate (1141 recipients) and converted 237 recipients to link to the text for a Click rate of 21%. Both of these numbers are far above industry averages.

The piece was also distributed through Twitter, Facebook, and Newsline which also converted Awareness and Interest into Participation. During the 4 days immediately surrounding the campaign, the Way of Wisdom blog that housed the Maloney article got 953 page views and 552 new users. With each successful campaign we convert more people from Aware/Interested to Action. With the commencement of using Sprout analytics in FY21, we will get even better data on how people are moving through the Engagement Funnel and benefitting from DMM articles and services.

2019-20 Selected Staff Accomplishments + Collaboration Partners

awards

Gina Leal

Staff Advisor of the Year award from the Division of Student Affairs

Katie Sullivan

Staff Quality Service Award from Staff Council.

Meet Me at the Mission

2020 Mission Integration Award from the Association for Student Affairs at Catholic Colleges and Universities

The DePaul Community Service Association student organization Achieving Immigrants' Rights and Equality

Community Service Award from the Division of Student Affairs.

Catholic Volunteer Network (CVN) recognized DePaul as one of their Top 25 Schools for Service based on the Service Immersion team's efforts around post-graduate volunteer engagement and promotion.

academic degrees and publications

Siobhan O'Donoghue received her PhD in Social Work from Loyola University

Amanda Thompson received her MDiv from Loyola University

collaborative partners

The Division of Mission and Ministry has broad networks of collaborative DePaul partners throughout the university, including faculty, staff, student, and alumni groups and also works with many organizations external to the university, particularly in the area of volunteer service. Collaboration and a distributed model of leadership with stakeholders throughout DePaul are the means for a great deal of DMM's mission-driven work. This was never truer than during the spring quarter when the pandemic and a need for creative outreach to community members demanded creative, collaborative solutions.



2020-21 Divisional Priorities + Goals

PRIORITY 1: MISSION STATEMENT REVIEW/REVISION

goal

Lead the university community through a participative, 4-phase Mission Statement Review process in fall and winter as directed by the DePaul Board of Trustees and in concert with accreditation preparation, and if appropriate present proposal for a revised Mission Statement to the Board in May.

PRIORITY 2: ANTI-RACISM, DIVERSITY, AND INCLUSION EFFORTS

goal

Increase DMM professional staff competence around issues and praxis related to anti-racism, diversity, and inclusion efforts through regular all-division training and on-going manager coaching so this competence can further DMM anti-racism work, relationships and ethos.

PRIORITY 3: COVID RESPONSE

goal

Compile, share and employ best practices for virtual engagement, community building, crisis support and remote formation that will enhance the DePaul Community's sense of belonging and student retention while remaining rooted in Vincentian values.

PRIORITY 4: VINCENTIAN FORMATION

goal

Establish a central and accessible repository and system for gathering and sharing Vincentian resources that, in concert with the VSI's mission to keep the Vincentian heritage alive, reflect contemporary, diverse, and socially relevant themes for integral educational purposes. Conduct twice annual reflective retreats, train DMM staff on best way to access repository information, and provide professional development opportunities around Vincentian formation for DMM staff.

PRIORITY 5: MARKETING AND COMMUNICATIONS

goal

Increase online engagement and amplify DMM programming and messaging through strategies including coordinated divisional-level social media scheduling, quarterly effectiveness analysis, and structured information sharing among social media-responsible staff.

PRIORITY 6: COLLABORATION

goal

Encourage best practices in collaboration across all divisional teams, programs, and projects through establishing clear Divisional and area goals, maintaining a shared program/social media calendar, scheduling all-staff meetings to promote good communication and relationship building, and celebrating and sharing metrics and assessment data among the entire team.



DEPAUL UNIVERSITY



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