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Joe Bobula was a special person to all who knew him. As a classmate and close friend of his at West Point, I am proud to co-write this memorial article with Joe's son, Michael.

Joe was one of the hardest working and most talented basketball players at West Point. What he lacked in height was more than made up for in determination and zeal. I will always remember his gritty performance in the Blue Grass Festival, where he played and outfought such players as Elgin Baylor. Joe may not have been the team's highest scorer, but he was the "main cog" in the wheel. His aggressiveness and vitality were exhibited in every

thing from boxing to basketball to barracks life. I can honestly state that Joe was an inspiration to anyone who knew him.

Joe was born in Steubenville, OH. He attended Steubenville Catholic Central High School, establishing the school scoring record for basketball. He was a 3-year letterman at West Point and a member of the Catholic Choir. Because of a disc injury, Joe graduated with a disability discharge in 1960. In 1983, Joe received a master of business administration degree from Campbell University.

Joe married Ruth Bailes in 1961, and they had two children, Michael and Kristin.

Joe was employed by Kennametal, Inc., the world leader in metalworking technology, working his way up to plant manager. He was responsible for the plant that, during his tenure, manufactured a product line that would go on to become one of the most influential product lines in the industry. The quality standards he set and maintained were reflected in the success of that product line.

The high expectations he set for everyone in the plant resulted in an extremely loyal workforce. He was the kind of leader who led by example. His expectations for everyone around him were no higher than those he had for himself. This resulted in people wanting to do more for him, instead of being forced to do things "because the boss said so." To this day, the effects of the strategies and ideas he helped develop are still evident there.

From Kennametal he moved to Newcomer Products, taking on the Director of Manufacturing position. His leadership style helped improve the quality of the product line and the morale of the workforce. Although he only worked there for one year before his death, his reputation for being a fair, honest leader has lasted to this day. The leadership qualities that Joe developed at West Point stayed with him throughout his life and inspired everyone around him to rise to higher levels.

I do not think this memorial article would be complete without the following reflections of Joe's son Michael. "The 'Duty, Honor; Country' motto from West Point was more than words to my dad, it was a way of life for him that carried over into our family life and into his business life. Personal integrity and honesty were the standard for him and for our family, without exception. There is no doubt these values shaped the person I am today. Looking back, none of us knew how short a period of time we would have with my dad, but the impact those years had on all of us still fills our lives and affects our decisions and actions today

"I have never really reflected on these memories with the purpose of putting them together like this, so it is hard to summarize all the feelings I have and all the ways that my dad has influenced me. Some memories stand out —exchanging gifts on Christmas morning, fishing in the evenings while talking about life, water-skiing with the family; going with him to work on Saturday mornings, and knowing he was always available to talk to about any problem.

"His definite sense of right and wrong and the values he taught me in the way he lived his life still guide my decisions. I can remember standing next to him in church, looking up at him singing hymns and getting closer to his height as each year passed. I couldn't wait to be as tall as my dad, but I never realized how fast that time would go.

"It wasn't until several years after his death that I truly began to realize the total impact my dad had on our family and on all those he came across. For example, I am working in the same industry in which Dad worked. I constantly run across people who knew him. Without exception, these people all have stories about his honesty, his integrity, their respect for him, and the different ways he helped or affected them. He set quite an example to follow I hope when I am gone, those same things can be said of me.

"I am so thankful for the time I had with my dad. Now that I have a family of my own, job pressures of my own, and a million different things I could be doing, I realize more than ever how important my mom, sister, and I were to him.

"Looking back, I can't remember one time when I thought anything else came ahead of us at home. I hope my children and wife can say the same thing about me. Growing up, none of us realized that the time he spent with us during those years would have to last for the many years we'd have without him. That makes what he did for us even more special.

Knowing you only have a few years to be with your family, you would take full advantage of that time, doing everything you could to pack everything into that short amount of time. But my dad had no way of knowing his days with us would be so short, and he gave everything he had for us anyway. That is one memory I will never forget."

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