



Journey to a brighter future

2016 Annual Report

MESSAGE FROM THE BOARD

It is hard to believe that on October 6, 2006, we introduced our first resident to The Glen at St. Joseph. It seems like yesterday that our work centered around developing a two-generation program for mothers with young children, creating architectural designs, and building a beautiful campus.

Our goals were very simple then and still remain true today:

- Provide an opportunity for mothers and children to stay together,
- Support mothers in determining a path for a better life for themselves and their children, and
- Encourage mothers to move forward together with their children and realize their full potential.

The principles of The Glen were modeled after the teachings of Mother Teresa: 1) focus on one family at a time; 2) realize no one can do it all and we need different talents and skills at the table; and 3) use the power of love.

With the wisdom from the Holy Spirit guiding our decisions through the years, The Glen at St. Joseph has just celebrated its 10-year anniversary as an organization dedicated to mothers and children. Many incredible women have passed through these doors with their children. We have been fortunate to know and love each one of our families. Each woman has shared her story, worked hard to accomplish her dreams for the future and contributed to The Glen and the community in her own special way.

Today, The Glen has 40 graduates working in the medical, business and personal services career fields. One of our first mothers has a son entering high school and other children attend elementary school all over the Miami Valley region. Six graduates have earned their Masters' degrees.

There are 5 home owners among our alumni group. The Glen Board of Trustees and Glen Staff are immensely proud of each of our graduates' accomplishments.

In looking forward to the future, The Glen is introducing two new initiatives: The Glen at St. Joseph Training Center which offers Bridges Out of Poverty trainings to local community stakeholders interested in building capacity within their organizations and the people they serve; and The Glen Alumni Advisory Council which is a working committee of the Board of Trustees, dedicated to advancing the mission of The Glen.

We are filled with gratitude to be able to do God's work, and recognize that it could not have been accomplished without the help of many others in the community. We appreciate all the support that you have shown us through the last 10 years, and anticipate the future with faith and hope and look forward to the next 10 years.

As new mothers grace The Glen's doors, please pray for them as they build a future for themselves and their children.

In His Service,

MaryAnn Mathile

President and Board Chairperson

Michelle Mathile

Trustee



THE GLEN AT ST. JOSEPH was made for mothers who want to improve their lives. While they live at The Glen, mothers work toward earning a certificate or a degree. The Glen program provides resources, tools, and support from people who truly care about mothers' and children's well-being and growth.

By offering a program that recognizes the multi-generation, multi-dimensional aspects of poverty for single women and their children, The Glen aims to improve the women's access to education, economic supports and social capital and the children's access to high quality early childhood education, which will result in an improvement in their collective self-sufficiency and a stronger, more resilient family.

MISSION

To serve mothers and children with hope and inspiration as they build resources for their future story.

VISION

To be the bridge for mothers and children as they journey out of poverty.

A woman with long brown hair and glasses, wearing a light blue t-shirt and dark blue jeans, is crouching on a gravel path. She is smiling and looking at a young child with dark skin and curly hair. The child is wearing a white button-down shirt and blue jeans. They are in a garden setting with green bushes and flowers in the background.

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DID YOU KNOW?

- About four out of ten children are born to single mothers. Nearly two-thirds of them are born to mothers under the age of 30.
- Today, one in four children under the age of 18 (about 17.4 million) are being raised without a father. And nearly half these children live below the poverty line compared to 21% of single-father households.
- Single mother families comprise 84% of single-parent households (9,891,000 in 2015).
- In 2015, one-third of single mothers had a college degree while one-sixth had not completed high school (approx. 1,648,000).
- The median income for families led by a single mother in 2013 was about \$26,000. Nearly half had an annual income of less than \$25,000.
- Only one-tenth of all single mothers receive Temporary Assistance for Needy Families (TANF), yet they represent more than 90% of all TANF families.

(Source: singlemotherguide.com/single-mother-statistics)

"You have to experience it to believe it. It's amazing, it's life-altering. It's a community of women who are in the same situation as you and you have all different backgrounds and it's life-altering. It's really nice."

2012 Glen Graduate, 2016 Interview



THE GLEN BLUEPRINT FOR CHANGE

The Glen helps single mothers strengthen their families and reduce barriers to self-sufficiency. We provide housing, but we're more than just housing. The Glen offers a variety of key services to assist single mothers on their journey to a brighter future. Our program protects families from domestic abuse, financial uncertainty, homelessness and hopelessness. We equip families with the tools they need to reach their goals and form strong bonds. Among the tools we offer are: parenting skills enhancement, money management training, communication skills and conflict resolution tools, spiritual enrichment, a consistent coaching relationship and accountability. Families don't walk alone, The Glen coaches walk alongside them throughout their journey by offering encouraging words when needed, training, and skills even after they have graduated the Glen program. We also provide education. With their lives stabilized and a safe place to live, families can focus on improving themselves, seeking to fulfill their goals for higher education and their personal goals.

Find Your Own Path

In the 10 years the Glen has served single mothers, we have found that our real service to families is helping our residents uncover and follow their desire to fulfill themselves in a career of their choosing, rather than the one we think they should pursue. We sit at the table beside our mothers and work with them to find and follow their most satisfying, fulfilling and self-sustaining career path.

A Safe Place to Live and Grow

The Glen is a secure environment, both for the children and their mothers. In order to take the risk to open up to their coaches, they gradually come to know that The Glen is a safe place for them to take risks and develop life skills. We understand that change takes time.



Children Learn and Thrive

While the mothers learn and grow, The Glen at St. Joseph Early Learning Center (ELC), a private program, serves their children. The ELC has earned a 5-Star rating (the highest possible rank) from Ohio's Step Up to Quality initiative, which recognizes learning and development programs that exceed Ohio's licensing, health and safety standards.

In addition to this significant achievement, the educators at the Early Learning Center recognize that each child's learning is as important to their family's growth as the mother's own education. With this understanding, they truly love, engage and care for each of the Glen children.

The ELC classrooms have generous floor space and are designed with the young learner in mind. Tables, chairs, sinks and even toilets are sized just for them and the large, tinted windows are low to the floor so everyone can gaze outside! The science window, water and sand tables, library and computer area are other examples of the comprehensive, hands-on educational approach devoted to each child. Activities integrate backyard play areas with their own outdoor climbing sections, art, percussion and performance areas and an outdoor library. During the summer, children plant, nurture and gather fruit and vegetables in the gardens. Of course they get to prepare and eat their harvest, too!

Every activity is purposeful, using HighScope Curriculum, which centers around individual interests and needs. This allows for the most developmentally appropriate way to engage with each child. Regular observations and annual screenings monitor progress and identify potential needs for more focused attention.

ELC teachers and directors are available to every mother for immediate answers to questions or concerns. Each strives to develop a collaborative relationship with the parent, since it is the mother who remains their child's primary teacher and advocate. Regular parent-teacher conferences stress involvement with their child's progress while preparing mothers for future engagement with elementary school teachers. As with everything at the Glen at St. Joseph, the Early Learning Center is filled with love, care and intention to offer rich experiences that maximize learning and growth.



A TWO-GENERATION APPROACH

An independent study done in 2000 to identify gaps in Women's Services in Montgomery County revealed three major barriers which keep single-mother families in our community from getting a post-secondary education. The identified barriers were:

- Affordable Housing
- Quality Childcare
- Safety

The study laid the ground work for the need for transitional housing for young single mothers in our community and set the wheels in motion for what we know today as The Glen at St. Joseph.

A growing interest in a two-generation approach

Demographics and labor changes in the past several decades show that the number of married families with children is declining and the number of families with children headed by single mothers has risen steadily over the past decade. According to the U.S. Census Bureau, out of about 12 million single-parent families in 2014, more than 80 percent were headed by single mothers. Women and children in single-mother families have disproportionately high rates of poverty while three-fourths of children living in single-mother families are low-income. Over the past four years, the number of low-wage jobs in which single mothers tend to work has continued to increase. Likewise, since the end of the 2008 recession, job-recovery growth in the lower-wage sector has been more significant than that of mid-range and higher-wage occupations. The nature of these jobs, including the lack of paid leave, poses significant challenges for single mothers and their children's development.

"The most valuable things I've taken with me, I learned with my coach. Being able to talk about anything... When you have someone like that in your corner, wanting you to succeed... It's been helpful even to this day."

2012 Glen Graduate, 2016 Interview

Two-generation approaches also build on a core of child development research showing that parents are critical to children's healthy development. The first few years of a child's life are crucial in order to ensure their healthy development, and children need stability as well as responsive and nurturing relationships. Parenting has a strong effect on children's development and parental stress — particularly that caused by poverty — can affect children's learning and development.

Children can also affect parents' ability to succeed. When children are sick or have difficulties at school or other problems, parents working in jobs without paid leave may not be able to fully attend to them without compromising their employment. Also, unpredictable work schedules can cause parents to rely on unstable child care arrangements.

What is our two-generation approach to assisting single mother families?

The dramatic connection between thriving, intact families being a woman's and child's strongest protection against poverty has been well-established for decades. What sets our approach apart? The Glen ensures the privacy and confidentiality of each single mother family. Our promise not to exploit them is based on their past life experiences where they may have been exploited. We understand that while it might not be possible to hit the pause button on working toward a better life, The Glen at St. Joseph can lift some of the burden. Our program provides a safe and secure environment for single mothers raising children on their own. We provide the support to build their future story.

In 2001, during strategic planning for The Glen, the team realized the importance of educating both single mothers and their children during their residency here.

The outcome was a unique approach to helping single-mother families emerge from poverty. Where many programs tend to arrange parent-oriented or child-oriented programs into separate silos, The Glen's two-generation approach, used innovative ideas for changing lives. The Glen engages families, knitting together its services to address both groups simultaneously. The idea behind The Glen's Coaching Model recognizes that when opportunities for children and parents are approached jointly, the benefits can be greater than the sum of the separate parts.

Our coaching model is a dynamic instrument of change. It was inspired upon the unwavering premise that our residents come to us with all that is necessary within them to make the changes they desire so they may live a life of full potential. We recognize the sanctity and sacredness of each family that comes to The Glen. We believe that they have the right and responsibility to make choices and create their own destiny. Our job – so simple and yet so important – is to elicit their potential, to inspire them to a vision that lies within them, to draw forth from them the strength and courage to move in the direction in which they want to flourish.

We live out our philosophy and principles each day, in each interaction within our coaching framework. We are intentional in everything we do.

Each single mother family is assigned a coach upon entering the program. A significant part of The Glen is the individual coaching our families receive. Their coaches work to gradually build trusting relationships with each resident, modeling relationships that they can count on. Our coaching uses a servant-leadership approach – one that inspires, challenges, and most of all, listens to each one compassionately. It is by this way of interacting, that internal change takes place.

The programming also includes a core curriculum for residents – life skills classes including Emotional Growth, Financial Literacy, Critical Thinking, Healthy Relationships, Parenting, Healthy Coping and Wellness, and others that meet a resident's need for personal development.

The Glen joins together two distinct approaches to serve families. One type includes early childhood development programs, such as our Early Learning Center (ELC), a 5-Star Step Up to Quality program, promoting a successful transition to elementary school through the HighScope curriculum. At the same time, our approach attempts to link efforts assisting our mothers in obtaining a postsecondary education and workforce development, focusing on parents in their role as breadwinners. By promoting early education and support for children, along with tools to improve parents' economic situation, the two-generation approach has shown to improve family success.

We understand more research is needed and we continuously collect data and constantly improve our program to disrupt the cycle of poverty for families. We continually track the demographics of our residents, including career fields, income levels and benefits, promotions and home ownership.

The Glen continues to explore the long-term impact of this promising approach to moving families out of poverty and into a brighter future.

Our Journey



1999-2003

First Research, Site Visits, First Business Plan, Advisory Committee Begins, The Glen Incorporates

2005

Ground Breaking Ceremony, Construction Begins, First Board Meeting

2006

October 6: First Resident Moves In
October 16: Glen Early Learning Center Completed

2010

June 19: First Glen Graduation

2004

Construction Planning, First Hires, Presentation to Mathile Family Foundation Board, Purchase Orphanage Property

2006

First Executive Committee Meeting, Grand Opening August, 2006

2007-2011

Chapel Dedication, ELC 2 Opens, First Preschool Graduation
All Staff Trained in "Bridges Out of Poverty"



2011-2014

Total of 33 Glen Graduates

2014

Align Mission, Vision, Policies, Curriculum Handbooks with Coaching Model and *Bridges Out of Poverty*. Five additional *Bridges Out of Poverty* Certified Trainers

2015

The Glen hires its first Glen Graduate as a Full Time Staff Member

2011

Early Learning Center Step Up to Quality Award of 3 Stars

2012-2013

Coaching model development begins; meet with consultant to define and develop Glen Coaching Model

Consultant helps design program revisions; Staff members become Certified *Bridges* facilitators

2015

Glen Early Learning Center Step Up to Quality Award of 5 Stars

2016

The Glen Training Center opens
Three *Bridges Out of Poverty* 2-day trainings; Glen/GA Graduates lead first community GA group; Glen Hosts Ruby Payne

"It was very reassuring to know that your child is on track. They're safe. They're secure. They're learning all the time. He got a really good start here and it's set the tone for his education going forward."

2010 Glen Graduate,
2016 Interview



GLEN GRADUATES NOW NUMBER 40

We celebrate The Glen's first 10 years by including as many of our graduates as possible. July 16th brought our alumnae back to The Glen to remember their own accomplishments, and celebrate with our 7 new graduates on the completion of their program. For those who prepared remarks for their graduation, and for those who preferred to speak privately after the ceremony, there was a consistent theme: **"Thank you."**



"Thank you for taking a chance on me when I couldn't see what good it would do." New residents have one focus – just getting through each day as a single mom. They love their babies. The responsibility for the tiny lives that count on them completely is overwhelming. Often, even supportive family members

now expect them, as Glen moms, to move on with other important things, like work and their children's education. Our mothers want that, too. Wanting to and knowing how to do it all are quite different. Even without caring for an infant or toddler it's challenging to figure out life, work and school. The Glen coaches believe you can figure things out with help and support and they are expert at providing just the right encouragement at the right times.

"Thank you for helping me by loving my baby." Our Glen moms attend school every day; so do our Glen children – at The Glen Early Learning Center (ELC). Each child at the ELC, whether s/he's 6-weeks old or 5-years old and ready for kindergarten, has his/her own Individual Development Plan developed by the child's primary teacher. (Each teacher has a group of children she follows and for whom she individualizes their HighScope curriculum.) Their plans

are based on the child's age and interests. Each plan offers a wide range of activities that assist the child in gaining mastery of specific skills related to their age-related developmental markers. The meaningful growth of our children through play is serious business at the ELC. It's work our teachers lovingly tend to each day. Our children are so smart because our teachers are intelligent, dedicated and love each Glen child. Our 5-year-olds graduate from pre-school each summer proud of what they have accomplished, ready for kindergarten.

"Thank you for encouraging me and for holding me accountable." At times during the growth of every Glen resident, she needs alternating doses of encouragement – "I believe in you" – and of challenge – "It's time for you to follow through..." These situations often happen at low points, of course. They happen to everyone. Every resident experiences what the coaches provide along with their encouragement or their challenges: unconditional care, concern, and love.

This is the transformative environment of The Glen that changes mothers, children, and staff members. It is how we are "... the bridge for mothers and children as they journey out of poverty." It makes the thanks expressed at our Glen Graduation a thankful celebration for everyone.

"I am who I am because of The Glen and the phenomenal women in my life who took the extra step to love me even when I was unlovable. I have a support team that is phenomenal and unreal and unwavering."

2010 Glen Graduate,
2016 Interview





OUR FORWARD MOMENTUM BEGINS WITH GIFTS

The Glen at St. Joseph elevates the community through its long-term commitment to changing lives, and it depends on the generosity of advocates like you. Thanks to your support, The Glen provides a strong safety net to struggling young mothers and continues to change lives.

The Glen is a 501(c)(3) non-profit. Gifts to The Glen are 100% tax deductible and go toward supporting the groundbreaking practice of the organization as well as the community that it supports. Your gift allows The Glen to continue inspiring our single mother families as they work toward a brighter future.

Here are just a few of the ways you can make an impact on a family in our community:

Daily Living

This level of donation includes material items required for daily living for families. Suggestions include cleaning supplies, laundry and softener products (sensitive skin), paper products such as paper towels, toilet paper, Kleenex, dishwashing detergent, first aid kits, etc.

General Support

Unrestricted gifts provide flexibility, allowing funds to be used where they are most needed.

Matching Savings Program

The Glen at St. Joseph has a matching savings program for graduates who achieve Graduate with Honors status. The program requires acceptable progress on each one's education plan, completion of 168-hour Glen curriculum, and a 12-hour volunteer project. Her savings will be used for transportation (purchase of a car or down payment on a car) or housing upon leaving the Glen campus.

The Glen Education Fund

This category covers educational support for either the mother or the child. It is used when tuition is required for a special program or for a specific term not covered by financial aid for our residents. In addition, The Glen supports mothers in choosing the best educational option for her child which may include a non-public school. Funds in this category are targeted to pay tuition for either the mother or the child.

Legacy

This option (under development) allows for an individual to include The Glen in estate planning. Donations may be restricted or unrestricted as the donor designates.

Recurring Gifts

If you would like to make regular contributions to The Glen, you can select the option of making a recurring donation and choose the frequency of these charges. Once you complete the initial payment, subsequent donations will be charged automatically to the account or card provided. If you need to update your information, you can log into your personal account or give us a call at 937.252.1635 or email us at cpowers@glenatstjoseph.org.

To make a gift online and learn more about The Glen, visit our website: www.glenatstjoseph.org

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To learn more about the efforts of The Glen at St. Joseph, please visit us at: www.glenatstjoseph.org.

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