



Report to the
Community

A LETTER FROM THE BOARD

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Twenty years ago, after a personal family experience, a widely diverse group formed to explore an idea for creating a safe place and an opportunity and environment for mothers and children to remain together and build a future for themselves. Through our research and study of best practices, we learned that a comprehensive program includes these four critical elements: coaching and life skills development, education or vocational training beyond a high school diploma or a GED, affordable housing, and quality childcare. Providing these supports for young families would allow resource-constrained mothers the opportunity to reach their full potential. We believe the most effective way to break the cycle of poverty for a single-mother family is for a mother and child to have a safe space, time, and resources to design her own path forward for herself and her children.

This approach is now called a **two-generation program**, which emphasizes integrating the programs and pathways for mothers and their children. This integration translates to a holistic approach through which families transform themselves while they work with their coaches to create solutions to the various barriers they face.

In this report to the community, you will follow the journey of one of our graduates as she experienced life at The Glen. Her road was not always easy. She considers her life now well worth her bumpy journey. She sees hope for herself and is intentional about providing meaningful opportunities for her child. Through her journey, and the journeys of all our residents, we learn as much from our mothers as they learn from us. It helps us become better at serving our families. We hope you will enjoy and be inspired by her story.

In His Service,

MaryAnn Mathile
Board Chair

Michelle Mathile
Vice Chair





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“EMPOWERMENT IS POSSIBLE WHEN A PERSON CULTIVATES HER BEST SELF.”

This is the essence of The Glen experience. It is a two-year residential program for single mothers of young children. The heart of The Glen program offers a period of transition to each family, to value and encourage the unique qualities and abilities of each resident so she and her family can step out of poverty and into a future of success.

The Glen provides a rich, residential environment that fosters growth in seven key areas: Spiritual, Financial, Educational, Career, Parenting, Social and Emotional. The Glen curriculum assures that all residents will meet expected benchmarks across each of the seven areas. At the same time, they will identify their individual growth choices in these areas and capitalize on their individual points of excellence.

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The Glen is a transition period for our residents, one in which they examine their lives and their personal history and become more deliberate about how they approach life and family. They educate themselves for their careers; and they educate themselves about internal decisions and personal growth so they can be prepared to move toward their life goals after The Glen. Glen residents express a desire for personal growth, a willingness to work, are spiritually open, drug free and possess strengths and talents to build upon.

Our two-generational approach includes:

- One-on-one coaching and counseling to define and develop a personal life purpose
- Life skills training (including financial management, self-esteem, decision making, parenting and social skills)
- Spiritual exploration
- Vocational assessment to determine career related interests and skills
- Guidance in pursuing a certificate or degree program
- Assistance in learning the “hidden rules” of work
- On-site early childhood center providing high-quality education that lays the crucial foundation for academic achievement, social success, and economic productivity while coaching parents to become partners in their children’s education

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I didn't know
how to break
the cycle.”





MEET EMILY*

It was fate that brought me to The Glen. A friend convinced me to come along for a tour of the campus even though I was quite skeptical about the program. I was living in the projects with my daughter and her father, living day-to-day rather than planning for the future. I was a recovering addict struggling each day with my sobriety. I wanted a better life for my daughter, Kailey*, a safe place for her to play without fearing for her safety due to drug and gang activity. Growing up in generational poverty, I didn't know how to break the cycle.

On my first visit to The Glen, the green grass instantly caught my eye. I wanted that green grass for my daughter. I wanted her to know what it felt like to run and play in a safe environment. My friend's son lost his life crossing the street on his way home from playing basketball in a local park. He had to cross busy streets to play because we didn't have green grass and play areas in the projects.

"I made the decision to apply and I had no idea what was in store for me. All I needed was a safe place and I got the rest. Who knew this much went into raising a child?"

*Some names and identifying details have been changed to protect the privacy of individuals.



A LIFE CHANGING CAMPUS

The Glen is a secure environment, both for the children and their mothers. In order to take the risk of opening up to their life coaches, a relationship between them has to develop. Gradually, our mothers 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. The campus offers 36 residential units providing 2-bedroom apartments for single mothers. The units are fully furnished upon move-in for the families, who often move in with few belongings.



MOVE-IN DAY

Move-in day is here. It came with all the emotions: nervous, excitement, fear. How will I make this a home?

I may have nothing, but Kailey* will have a safe place to call home. I couldn't believe when I walked in there was an apartment full of furniture, from a living room set to bedroom furniture. The hallways were so quiet. No one was doing drugs in the hallways, no drug dealers on the corner. The first couple of nights were strange. It was so quiet. My last apartment in the projects was constant chaos with regular fighting and shootings. It was hard to sleep. I didn't know what to do with this new life. I would sit at the kitchen table and think, "now what?" Then it came to me, "it's time to get started on our journey to a brighter future."

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EARLY LEARNING CENTER

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.



KAILEY GOES TO SCHOOL

It was scary and exciting that first day that I left my 7-month-old daughter in the care of the Early Learning Center (ELC). It didn't take long for drop off to become part of our regular daily routine and the worry quickly faded. I was more confident each day that this was the best place for my daughter and the staff was incredible.

I began seeing developmental progress right away. Kailey was very curious and the ELC created that piece in the brain that encouraged her to look a little further and follow her curiosity. Her senses were constantly at work. Due to her individual development plan, they created activities that enhanced her interests. The staff believes in teaching versus telling and talking with - not at - children. This created a sense of security within the learning environment for Kailey*.

Jenny, the ELC director, played a vital role when it came to guiding me raising Kailey*. She taught me how to interact with my daughter in a way that was appropriate, as well as promoted healthy growth and development. I didn't know what to do as a mother. Jenny taught me how to play with her on the floor at her level and taught me that you shouldn't use baby talk. Everything Jenny taught me began the bonding process of our relationship. She coached me through all of Kailey's growth and development milestones and taught me how to handle them.



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I stopped
being a single
mother when
I moved to
The Glen.”





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BUTTERFLY'S JOURNEY: THE CURRICULUM

Butterfly's Journey begins with each woman examining her own strengths and her fears. Each group builds relationships with each other through guided discussions and activities. Gradually, trust forms among the group members as their Journey progresses. Over several weeks, each one looks inside herself. One particularly transformative activity examines each one's "mask." They ask themselves, "What do I show others?" This is the mask on the outside. Then, the focus shifts. The questions become, "What do I prevent others from seeing about me? What secrets do I keep?" "What resentments or fears do I hold on to?" (The inside of the mask.) The interior search teaches each one more about herself and reveals reasons behind some behaviors. By identifying both sides of the "mask", she can be more conscious of what kind of person she wants to be and can choose her thinking and behavior. The culmination of this Journey is the Key Ceremony, when each woman accepts her "Knot/Not Key", to unlock and open the door to releasing all her knots/notes.

Activities like this one challenges both our personal integrity and our group integrity. What is it safe to share? How badly do I want to grow into the best version of me? Can the others count on me to feel safe to share their stories?



THE JOURNEY

If you had given me a piece of paper and told me to write down what I wanted from The Glen, I would have cheated myself. I didn't even consider or understand all the tools they were going to give me on my journey here at The Glen. I had no idea what went into raising a child. I didn't know we needed effective communication or that I needed to look at my behaviors and relationships and set boundaries. I was about to embark on an adventure that would change the course of my life.

When my journey began, I was in an unhealthy relationship with Kailey's* father. When it ended, I needed help to begin the healing process. I began counseling with Linda, The Glen's Clinical Counselor. She taught me how to set healthy boundaries. I never knew something like boundaries existed. I didn't know that I had the right to say no. Linda taught me how to be comfortable setting these boundaries for myself. I learned that when I set healthy boundaries it is also healthy for my family.

When I met my life coach, Gwen B., we hit it off right away. Gwen would come to my apartment and we would talk over coffee. We had a connection; she made me comfortable to share my story, as ugly as it may have been. She would make me so mad, because I would ask her, "What should I do?" She never told me what to do. She taught me how to make decisions for myself and take ownership of those decisions. I didn't know how to make my own decisions, because people have always told me what to do and I just did it blindly.

When I came to The Glen I was working in the home health field, exploring my career options there. One day at work, I took a patient to have bloodwork and came across a flyer for a phlebotomy course that guaranteed you a position upon passing the course. I never thought I could go back to school. I graduated high school on a 4th grade reading level with a learning disability, but I was determined to add passing this class to my list of accomplishments.

With The Glen providing me resources to improve my educational level, and the support of my fellow residents, I passed the course and became a CERTIFIED Phlebotomist! I even had the highest venipuncture rate in my class! It was a tight support system we had going on at The Glen. We would get together with our children, we would quiz each other as we studied for our classes, we would do potlucks to help each other out and support one another through daily struggles.

You didn't have to go too far to get a shoulder, or comfort. You had your coaches, the chapel and the other women. It was a sense of peace and serenity inside these gates. It's a peace that you get here. There are so many outside influences that can impede your success. The serenity of The Glen allows you to overcome and accomplish your goals for your future story. And you also have the nudge from your coach keeping you going.



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GRADUATION DAY

This was it. The BIG day. This was like my high school graduation, except I wasn't high. It was like I was graduating for the first time. My family was there and I felt accomplished. On graduation day, I was celebrating seven years of sobriety and my daughter's success in her developmental and educational milestones.

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I graduated with Honors from The Glen at St. Joseph. "Honors" means that I've completed the plan for my education as well as all the elements of The Glen Curriculum – 168 total hours of workshops in Parenting, Critical Thinking, Time Management, Financial Literacy, Effective Communication, Relationships, Spiritual Investigation, Social and Emotional Growth, and Career Exploration. Not only that, I also completed 12 hours of community service to be eligible to be a Graduate with Honors. I am so proud of each of these accomplishments. I still use my notebooks and notes from my Glen Curriculum to remind myself, from time-to-time, of what I need to do to keep moving forward toward my future story.

My Glen Graduation was a highlight for my family. My daughter saw me complete my goals and graduate. By completing something that I chose for myself helps me keep setting new goals and shows Kailey that there is a reason for going to school, finishing what she begins and keeping trusted friends and family around her.





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TRAINING CENTER LAUNCHES NEW WORKSHOPS

Reducing the social costs of poverty, strengthening the workforce, and building a more prosperous and sustainable community are goals on which most communities agree.

The Glen is not only a life changing campus for single mothers and their children, we are an education and training center providing a platform for building capacity of individuals, organizations, and our community. Through our everyday work, we realize that helping our families requires investing time and education and have found that it takes a community to break the cycle of poverty.

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Here are just a few of the workshops currently available:

Bridges Out of Poverty

Bridges Out of Poverty is a unique and powerful interactive workshop that raises your awareness about some key issues that people face daily when they have few resources. Through the lens of economic class, Bridges looks at concrete tools that can be effective in all levels of our community – individuals' lives, organizational programs and services, and the community as a whole. The comprehensive

approach to understanding poverty springs from Dr. Ruby K. Payne's *A Framework for Understanding Poverty* and the core concepts begin with understanding the real experiences of those in poverty and the significant relationships that sustain them.

This workshop looks at the serious business of helping those in poverty build their future stories in an interesting and stimulating way.

Bridges Out of Poverty for Early Childhood Educators (ECE)

The Glen at St. Joseph offers professional development to Early Childhood Educators (ECE) who serve children and families. Our Bridges Out of Poverty workshop uses activities and discussions to promote quality child and youth learning and development.

By participating in our Bridges workshop, Early Childhood Educators receive 14 hours of Ohio Approved professional development through the Ohio Child Care Resource and Referral Association (OCCRRA).

Workplace Stability

There is no question that increased worker stability boosts productivity, retention, and morale, which leads to greater profitability—but it may yet be a challenge you need to address. Why would an

employer want to increase the personal and professional stability of workers? And how exactly can businesses go about it?

It starts with seeing things differently.

Instability is another measure of diversity in your workforce. Low-wage workers can experience personal instability that leads to absenteeism, health problems, and violations of workplace expectations, all of which decreases morale, attention to work, and job performance.

Getting Ahead Facilitator's Training

Bridges Out of Poverty is an awareness workshop, designed for those who serve people in poverty, to learn more about their strengths and perspective. Getting Ahead is the hands-on, practical application of the Bridges principles. It offers information, education and tools to build resources. The Getting Ahead Facilitator Training gives you the chance to prepare for and co-facilitate the Getting Ahead curriculum. You find out quickly that this workshop is very different from other programs designed to help people move out of poverty. It shifts the focus from facilitator expertise to investigator experience and expertise. It puts the concepts, tools and relationships in their hands. Investigators decide for themselves changes they want to make that can improve their circumstances.

They learn how to effect change in their own communities as contributors. And you, as the co-facilitator, "set the stage" that allows the transformations to occur.



OUR FORWARD MOMENTUM BEGINS WITH YOU

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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To view the The Glen Training Center workshop schedule, visit our website:

www.glenatstjoseph.org/trainingcenter

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