



Where hope changes lives.

2020 Report to the Community



A letter from the board.

Dear Friends,

This year marked the 15th anniversary of The Glen at St. Joseph's groundbreaking and the 10th anniversary of our first graduation. Since our doors opened in 2006, we have remained committed to our mission of serving mothers and children with hope and inspiration as they build resources for their future story.

"You give them opportunity, they go forward." The Glen at St. Joseph was founded with this as a guiding principle. We provide an opportunity for our moms, a life-changing opportunity, but that's all we can do. To achieve success in our program, the moms have to put in the work. Our moms come to The Glen because they have hope; hope for something that will make their lives, and their children's lives, better. Their hope meets our opportunities, and what comes next will create a successful life for our moms and their children.

Our program focuses on the mother so that she can learn to love herself. What sets us apart from other two-generation programs is our primary focus on the mother. There are countless programs that work to support and develop the child. You can focus on the child all you want, but if they go home to the same environment, the child's life may not change. If you support the mother and give her the opportunity to create a better life for herself and her children, the child will naturally follow.

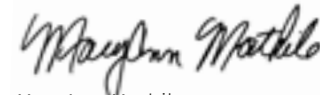
This year we celebrated our first Glen child beginning her freshman year of college. This is a true example of the success of our program. We dreamed of this milestone, but we didn't think about how fast the

children would grow up! We are incredibly proud of the children and their mothers for continuing to raise the bar of what they want for themselves. Because someone saw potential in the mother, she sees that potential in her children and will not let them settle for anything less.

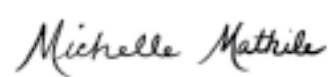
Though this year has presented a lot of challenges and uncertainty, we will continue to strive to meet the needs of the families that live on our campus. This is an individualized program – it's not cookie-cutter. We seek to tailor our program to what each mom needs, giving her time, knowing that getting through it will not be easy. When our moms leave, we hope they know that if they run into challenges they can always turn to their Glen family for help and guidance.

Today, we are full of hope and excitement as we look to the future. Our program will continue to grow and evolve to be better, and we are anxious to see what the future holds for us. We continue to hope for our residents, past, present, and future. We believe that they will achieve their goals, become successful in their desired professions and as mothers, continue to raise the bar for what they deserve, and remember to love themselves through it all.

May God continue to bless each and every one of you,



MaryAnn Mathile



Michelle Mathile

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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.

*“You’re gonna be scared, but you have to be ready. And you have to look at your kids and you have to say, ‘I’m doing this for you first and I’m doing it for myself as well but **I want a life-changing goal.**’ And I would tell the moms, you know, it’s gonna be scary but do it because your outcome is so much better.”*

– 2014 Glen Graduate



Hope begins with opportunity.



The Glen offers the opportunity for single mothers to get where they truly want to be. Glen moms build resources to fulfill their vision.

They discover their goals and learn how to achieve them. Dreams turn into reality. The Glen facilitates the power of hope and frees our residents to become truly self-directed and discover what they want for themselves. Young mothers accomplish this journey in their own time and on their own terms. Our coaches are the safety nets; they listen, reflect, watch, and ask questions to help our moms clarify goals. Then, these moms go out and “do,” knowing they have support – people to help unpack stressful situations and celebrate every victory with them.

While attending area colleges for their career paths, our residents also participate in The Glen’s curriculum. These courses foster personal resources. For example, in Butterfly’s Journey workshops, our moms learn who they are and what matters to them. They create a tangible reminder of what matters most, and in the process, they learn more about others around the table and form new friendships. By participating in Glen courses, moms find they have similar goals and sorrows and tap into their own power to create a better future with a new, built-in, cheering section.



“Being at the Glen has really taught me that, more than anything else, more than all the things that I’ve accomplished since I’ve been here, *I can do anything I set my mind to.* Being a good mom and having a career that I can be proud of forever is probably my biggest accomplishment here.”

– 2010 Glen Graduate

To grow. To be educated. To become the best mothers they can be.

This valuable process becomes part of the family dynamic. The support and interventions with our families get results and are a value to the community.

Glen graduates began as new Glen residents. The help and support they received at The Glen transformed struggling families into thriving families. Many Glen moms came in focused on the daily essentials: meals, safe sleeping arrangements, formula, diapers, etc. By providing an opportunity for safe, clean, affordable living arrangements, young mothers who were ready to make a change took time to focus on themselves, to define their dreams, and build life skills. In the process, they developed a new understanding of what family means to them. By trusting that the Glen program could make a difference in their lives, they were able to learn about themselves. Our Glen moms discovered how they could make their way in the world and be proud of who they are.

“... Now I have a flock of friends and it’s just like, wow, they like me. So, being here at *the Glen has given me the courage to try.*”

– 2010 Glen Graduate



Helping build future stories.



Once graduates move off-campus, life is very different than before The Glen.

They have integrated the tools – the resources – to make their own way. The tools help them establish patterns of success with routines, school, and work. And now there are healthier relationships with people who matter most to them, especially with their children. Our Glen families grow into their now stable lives and know how to continue on the path.

Graduates' Highest Results In Self-Sufficiency Index:

- Employment
- Healthcare
- Housing
- Emotional Health

Glen Graduates' Consistent Challenges:

- Income Growth
- Bills/Debt

Source: Annual Former Resident Survey, May, 2020

“Something that made the difference ... my coach holding me accountable to budgets. It's a great tool that I have because *now I am in the process to save money to buy my home*, put away money for my son's college. My coach was so helpful in that area.”

– 2018 Glen Graduate

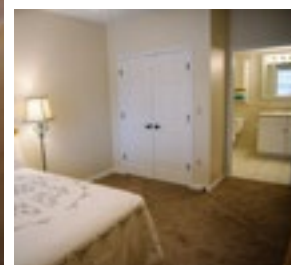
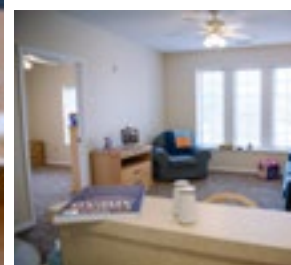
Set an expectation to see your self-worth.

It often takes 6-9 months for new moms to get comfortable at The Glen; we call this “settling in.” At first, it is hard for our new residents to trust the program, and many believe that one mistake will result in their being asked to leave. Part of “settling in” for some is getting used to the quiet. In the beginning, having their children at The Glen’s Early Learning Center (ELC) every weekday can be one of the first learning experiences. When they see how well their children like the ELC, their teachers and know their children are safe, our moms relax and begin to trust our process, both for their children and for themselves.

“Learning to do actual emotional self-care for yourself - *it has really been a game changer for me.* It’s not about taking a bubble bath or painting my nails....it’s like, “This is how I’m feeling and this is what I need to do to fix these negative feelings.”

– 2020 Glen Resident

Glen families have support they can count on. They have a sounding board. The coaching relationship is the cornerstone of the Glen. It is a relationship of trust, honesty and integrity that grows with time.



The Glen by the numbers.



56 Graduates with degrees/certificates

2006-2020



98% Stable or thriving

Graduates reporting on 5-Point Stability Scale
(In Crisis, At-Risk, Safe, Stable, Thriving)
Annual Former Resident Survey, May, 2020

29 Medical Careers	10 Bachelor's Degrees
10 LPNs	6 Master's Degrees
5 RNs	2 Criminal Justice
21 Associate Degrees	2 MSWs
20 Certifications	1 Insurance License

Educational achievements of Glen graduates (56)



29% Debt reduction by graduates since 2019

Annual Former Resident Survey, May, 2020



0% Using payday lenders

Annual Former Resident Survey, May, 2020



8 Graduates

In 2020

Creating hope for the future.



200 Children

Total served 2006-2020



5 Stars – Highest possible rating for ELC

Step Up to Quality

“I think a lot of what’s been going on has been history for us in a way, and it’s important to talk with my son about all of it because he’s going to take that with him. *Support is the number one thing right now for me. For us.*”

– Glen Graduate, 2018

How would you change the world, if you could?

Our graduates’ children are thoughtful and want to see changes in their world. In recent conversations with our Glen graduates’ children, they were asked, “How would you change the world, if you could?” By the time children are 7 or 8 years old, they are usually crystal clear about what’s right and wrong in the world and as the planet’s newest citizens, they’re highly motivated to make it better for the future. Their responses tended to fall into three main categories:

Equal treatment of all people:

“Have people keep their mean thoughts inside their head, then everyone would get along.” (3rd grade)

“Stop racism. This rioting thing scares me.” (6th grade)

“I’d change people’s point of view on LGBTQ, racism, sexism.” (8th grade)

The environment:

“Go to the beaches and pick up trash so the animals won’t be hurt.” (2nd grade)

“I’d make it so the baby sea turtles can get safely back into the ocean.” (5th grade)

“Change science – you can’t make bad things that would harm the Earth.” (6th grade)

Helping others:

“Help the people that live on the street.” (5th grade)

“I’d make sure everyone had enough money for a home and food.” (5th grade)

“In the past, I’m thinking about 9/11, I would want to warn people in advance and give them the day off.” (5th grade)



The ELC staff creates impact for a lifetime.

“The Glen and the ELC set both of us up for a stronger future than we would have had if we hadn't ever been a part of those programs.”
– 2010 Glen Graduate

Summary education of our 12 ELC teachers and 3 directors.

- 7 Associate degrees
- 13 Bachelor's degrees
- 2 Master's degrees
- 1 Passport to Kindergarten license
- 256 Total years' experience in Early Childhood Education among 15 staff



“I do not trust my kids with anybody, ever. I never had them to a daycare or anything. But I felt completely secure and I trusted and loved the teachers at the ELC. They were so good to my kids. What a wonderful experience. It was great.”
– 2011 Glen Graduate

Teacher education and background.

MSE, Educational Leadership; Associate Degree, Early Childhood Education; 15 years

BA, Human Development; Associate Degree, Criminal Justice; 14 years

BS, Early Childhood Education; Ohio Department of Education, Early Childhood Education Prek-3; 13 years

MS, Curriculum and Instruction; BS, Special Education; Passport to Kindergarten, 2015-2017; 12 years

BS, Early Childhood Education; Associate Degree, Family and Child Studies; 25 years

BS, Elementary Education; 42 years

BS, Psychology; Associate Degree, Early Childhood Education; 25 years

BS, Education; 26 years

BS, Middle Childhood Education; 9 years

BS, Early Childhood Education; Ohio Department of Education, License; Early Childhood Education Pre-K-3; 3 years

BS, Elementary Education; BS, Social work; LSW license; 15 years

BS, Early Childhood Administration; Associate Degree in Early Childhood Education; 16 years

Associate Degree, Criminal Justice, Community Corrections; CDA (Child Development Associate); 26 years

BA, Human Development; Associate Degree, Early Childhood Education; 13 years

BA, Conflict Resolution; Associate Degree, Early Childhood Education; 2 years



Celebrating our first child beginning college!



College Bound – Our first Glen child heads to college

The children will be fine if the mothers believe in themselves.

Time really does fly by so fast. It feels as though we blinked and our first kid is now off to college! “It’s scary. It’s a blessing. I’m just praying for her success,” her mom, a 2010 Glen Graduate, replied when asked what it’s like to have her oldest daughter starting college. This is the feeling that most parents have when they send their first child off to college and she captured it perfectly. It’s scary and it’s a blessing but it’s an experience she was ready to begin.

We sat down with Ivory* and her mom to talk about the future story Ivory was beginning to create for herself 2,000 miles away from the comfort of home and her family.

*Names have been changed to protect individual privacy.

What are you planning to study in college? What do you want to do after college?

Ivory: My major is Chemistry – Pre-Medicine right now. I know I want to be in the medical field. I think I want to be a doctor, but I’m also scared to be a doctor because it’s a lot of responsibility. I’m not sure what area I want to work in yet, but I know I want to work in a hospital.

What was your “dream job” growing up?

Ivory: When I was little, I think because of a movie my mom used to watch, I wanted to be a Sumo Wrestler! I’m so serious. I really thought in my head, “I can do this!” That was the dream that really stuck in my head, but I used to go back and forth saying I wanted to be a nurse or an OB/GYN. Even when I got into high school my goal was to be an OB/GYN. I would maybe still do that.

How did high school help prepare you for college?

Ivory: I had good relationships with my teachers. They encouraged me a lot. During my Senior year, they encouraged me to take classes at the local community college. I was able to get 5 or 6 classes out of the way before starting college.

Mom: Not only was she taking the rest of her high school classes, but she was taking classes at the community college, AND she had a job! She worked really hard and had a lot on her plate.

Did your mom’s decision to go to college impact your decision to go? Was it always encouraged for you to go to college growing up?

Ivory: It was always encouraged, but I remember always being independent and having a mind of my own from a young age. I saw my mom do it, but I knew I wanted to do it on my own because I was always taught that college would help your future.

How will it impact your family having Ivory away at college?

Mom: It’s definitely going to be an adjustment for the whole family. I can’t imagine how it’s going to be. I don’t want her to be gone, but she’s doing something to prepare herself for life, so I know I have to let her go.

What do you dream for Ivory as she creates her future story?

Mom: Nothing big, I just want my kids to be successful in life. I just want them to have good, happy lives. This college experience Ivory is starting right now is going to grow her up some, but it will also prepare her for a successful future, and I just can’t wait to see it! I don’t know what she’s going to do, I don’t even think she has a full grasp on what she really wants to do, but she’s going to be awesome! I just can’t wait to see it, I can’t wait!

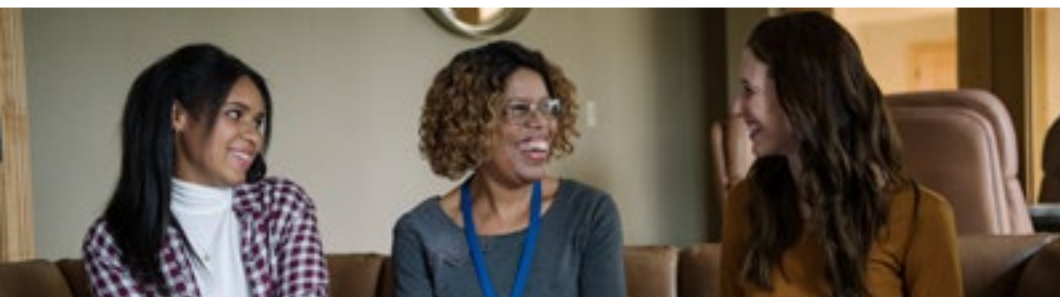
What are you proud of as Ivory’s mom?

Mom: Oh my gosh ... she just blew my mind! It’s a blessing. I mean, I didn’t think she was going to be as AWESOME as she is! My mom always said I would get “payback” for how I was as a kid, but Ivory ended up being this studious kid who was into her grades and everything. She went and got a job on her own when she was old enough and started making her own money. I didn’t expect all of that from her. Of course, I wanted it for her, but I didn’t expect it. I’m proud of her.



At the end of our time together, we asked Ivory’s mom if she was glad that she came to The Glen. “The Glen was a blessing. I wouldn’t trade that part of my life for anything in the world,” our 2010 Glen graduate replied. Ivory nodded her head in agreement with her mother and added, “Me either.” Even though it has been almost a decade since their family left The Glen to begin their new lives, the response we received clearly reveals the lasting impact our program has on not just the mother, but the whole family.

The Glen staff makes a difference.



Coaching development.

We know change takes time and our moms are often hardest on themselves. We expect mistakes – it's how we all learn. Through our coaching training, we know it's a discovery process. Becoming comfortable with this mindset takes time. As our program services director puts it, "We give our moms unconditional acceptance. We accept they are going to make mistakes and know it's how they'll grow."

Coaches' education and certifications.

Our coaches make all the difference. We understood from the beginning that building trust with our families happens over time and through a coach's genuine care. Our moms consistently point to their ability to change and grow as having resulted from the trusting relationships they formed with their coaches. It's a relationship we encourage and one that lasts well beyond graduation. To be authentic, it requires the continual growth of our coaching staff.

The Glen's coaches have master's degrees in Social Work or Community Counseling and are Board Certified through the International Coaching Federation (ICF). Our licensed professional clinical counselor (LPCC) holds an MA in Counseling Psychology / Social Psychology.

Professional experience of our coaching staff.

- 47** Life Coaching total years (all at The Glen)
- 36** Counseling total years
- 115** Social Service total years (including before The Glen)

We appreciate your support and help.

Help support our mission.

The Glen at St. Joseph elevates the community through our long-term commitment to changing lives, and we appreciate the generosity of advocates like you. Thanks to your support, The Glen is able to provide a strong safety net to struggling young mothers and we can continue to change lives. Your gift allows The Glen to continue inspiring our single mother families as they work toward a brighter future.

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

- Daily Living Support
- Unrestricted General Support
- The Glen's Matching Savings Program
- The Glen Education Fund
- Legacy Gifts
- Recurring Gifts

*“The Glen helped me see that there are people out there that genuinely care about you and want to see you prosper in life – **there are people who want to see you do good.** I always say that you guys at The Glen are my angels. I feel like God brought me to you.”*

– 2010 Glen Graduate

To learn more about how you can impact the families we serve and help support our mission, visit 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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