



2023

Impact Report

The Power of Perseverance



LETTER FROM THE BOARD

Dear Friends,

From the beginning, the intention of The Glen has been to offer young single mothers the opportunity to learn and grow, to become the women they envision for themselves. At its heart, our program presents opportunities for single mothers to build the resources vital to fulfilling their dreams.

The idea of presenting an opportunity is a simple one. It relies on the belief that, if given the opportunity, the mothers will take it and be able to thrive. Those who are ready – ready for change, that is – grab the chance.

We are humbled by their tenacity, their grit, their desire for a better future, and their willingness to work through the Glen program. Their motivation usually begins from the desire for a better future for their children. It shifts as they develop their Life Purpose Plan with their coaches and begin their career education. They gradually understand that to make things better for their children, they must focus on themselves.

The Glen program serves our families so both the mothers and their children can grow within the safe haven of The Glen. Mothers learn to persevere through the tough times and become their best selves. The Glen staff form relationships of trust with our young women that last over time. Coaches support as well as challenge decisions. Mothers build the framework for understanding the link between decisions and their consequences. In interviews with Glen graduates, we learn what has mattered most to them:


1. The parenting skills they learned while their children attended The Glen Early Learning Center. The skills are even more relevant as their children grow and become teenagers;
2. The relationship with their coaches – It has become a long-term trusting relationship they can count on for care, honesty, integrity, and respect.

We recognize that perseverance and honesty developed within themselves has led them to tap into their own resilience. We offered them the opportunity; they grabbed it and blossomed into strong women, ready to move forward, to continue building their future stories, to thrive.

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



MaryAnn Mathile



Michelle Mathile

“Life is an opportunity, benefit from it. Life is beauty, admire it. Life is a dream, realize it.”

Mother Teresa

TABLE OF CONTENTS

Letter from the Board.....	2
The Glen By the Numbers.....	3
Alumni & Graduate Reflections.....	4
Deanna	5
Adele	6
Delaney	7
Vera	8
Impact Stories	
Current Resident	9
ELC	10
Agencies & Connections Spotlights	12
Special Thank You to Donors.....	15
Mission/Vision Statements.....	15
Board of Trustees.....	16

THE GLEN BY THE NUMBERS



GRADUATES

11



GRADUATES
WITH HONORS

57*



CURRENT

35



ALUMNI

88**



MOTHERS SERVED

191



CHILDREN SERVED

263



**Includes 8 still on property who are not counted in the Current Residents. **Left the Glen program without graduating.*



Alumni & Graduate Reflections

“When you know better, you do better.”

The goals of young mothers are very similar – they want to have and provide a better life for themselves and their families. How they perceive their accomplishment of this overarching goal can be the same, too. The experiences may be individual; the hopes, the fears and the feelings are common to us all.

Our goal is to support each Glen resident as she engages in her process of breaking the cycle of poverty and forming another cycle – one of accomplishment that’s meaningful for her and her family. Constructing the new pathway requires developing perseverance. One resident puts it well: “You have to push through to get to the other side.”

The Glen and The Glen Early Learning Center count on our connections in the community to help us serve our families. We highlight a few of those who give us the chance to plug into the Power of Perseverance. They are links in the network of valuable resources within our community that enhance our program.

As you read the reflections of a few Glen graduates, an alumna, and a current Glen resident, you will become aware that each one resonates with the vibrations of a different cycle – one of desire, knowledge, perseverance, and accomplishment. It’s their path to resilience.

Alumni Reflection

Deanna

“There is no passion to be found playing small, in settling for a life that’s less than the one you’re capable of living.”

In just a few weeks I’ll be graduating with my bachelor’s degree. I started college straight from high school, and countless times after that. I failed out. I was put on academic probation more than once.

At one time, my GPA was a 1.7.

Years later, I decided to try again... and again. I never knew that my 1.7 GPA was going to stick with me and I would have to start completely over or work my a** off to bring up my GPA to even a C average.

Living in an unstable, abusive environment was a huge barrier that impacted my grades and mental health for years. I can remember days when I would sit in class and replay the fight that happened the night before, not hearing one word the teacher spoke.

It wasn’t until I moved into The Glen at St. Joseph that my children and I were able to experience stability. I never knew what peace of mind was until we moved to a fully secured apartment building for single mothers.

I was ashamed of what my life had come to, ashamed that so much destruction had happened that led me to moving to a gated complex where my own father couldn’t visit me in my home.

But... it was in this peace and quiet that I was able to start my journey over for the tenth time. I lived at The Glen for a year, and in that year, I was given a lifetime of wisdom and support.

The past three years I have turned my pain into passion. I am graduating with honors and have been accepted into an advanced standing graduate program.

I have been hired as a domestic violence advocate and every day I wake up ready to fight the fight for the girl I was many years ago.

In June I will be starting my master’s degree in public administration with a specialty in nonprofit organizations. Everything that was given to me, to help keep me alive, to show me how to survive, I plan on giving back 100 times more.

The meaning of life is to find your gift. The purpose of life is to give that gift away.

**This message came to our Glen Alumni’s coach recently, completely by surprise.*



“Give the world the best you have, and it may never be enough. Give your best anyway. For, you see, in the end it is between you and God. It was never between you and them anyway.”

Mother Teresa

Graduate Reflection

Adele

“What are you proud of?” It’s a question asked of Glen graduates when they reflect on life as Glen residents that affect their lives today. Their first answers are surprisingly similar.

“I’m an amazing mom!”, exclaimed Adele.

“My son asks me frequently to join him and his friends for lunch.” His friends’ parents speak about his good character. One football teammate asked to join Jonathan to pray before their games because he heard him pray “for God’s glory.” He wants to share in being upright as well as athletic.

Her son, his friends and their parents confirm her belief. She understands that, as Jonathan becomes a young man, living with his father would be best for him. Mom and dad have always prioritized doing what’s best for Jonathan. Adele respects and honors the relationship her son and his father can develop only by the day-to-day influence of parenting. So, they have exchanged roles.

Adele is proud that because she participated in The Glen’s program, she could graduate college with her class. She earned her teaching degree and was hired immediately in the local school district. An excellent math teacher, she makes math fun for her students. When she sees them around town, they remember her energy and enthusiasm - and their math!

Adele challenges herself to become the woman God means her to be. She knows her son doesn’t need her in the same way now, so Adele is preparing for her next horizon. She’s paired her entrepreneurial spirit and her love of math and set up a tutoring business alongside her regular work. Her goal is to open a storefront to tutor and mentor underserved children, especially middle-school-age girls.

“They need leadership, role models and programs to explore their interests and abilities.” With these, Adele believes they will be confident in their own worth, and courageous enough to choose their own paths instead of being led along someone else’s. Her long-term goal radiates her strengths: spreading enthusiasm and passion for education and for life.

This strong, courageous woman is dating again. She’s cautious about becoming emotionally involved with anyone and Jonathan has become quite protective! Her solid support network includes her Glen coach.

Adele has a full life with God at its heart. She has integrated what she learned here and lives it. At her Glen Graduation, Adele, a 2012 Graduate with Honors, remarked, “[Completing college] was important. The Glen was more important.” She’s still definite about it.

Both Adele and Jonathan hold strong values that they live by; they face challenges and master them; they have trusting relationships, support each other; they learn and grow. **They continue to build their future story.**



Graduate Reflection

Delaney

Asking, “How are you?”, opened the floodgates! “I’m engaged!”, she gushed! “I’m happy! All the kids [his and hers] get along, even like each other!” They spent a recent holiday with his family. Everyone had fun, especially the heroine of our story, Delaney.

“How did you meet?” Online. They chatted for a couple of months and finally met in person – he invited her to his week-night volleyball game. It’s a wonderfully wholesome journey for Delaney, who has always hoped for a healthy relationship.

“What carries over from The Glen?” Her response is a delight to hear.

“It’s the parenting skills I learned when my children were at the Early Learning Center.”

Every “Glen Mom’s” conversation about her time at The Glen mentions this. They remember – and still use – the techniques for talking to their children, setting boundaries, deciding what to do and when. It even includes knowing the value of maintaining reasonable relationships with the kids’ fathers.

Delaney set a boundary with her son. If his grades are below Cs, he’s off gaming for the next grading period. He’s a capable student but motivated by online gaming. He got below Cs the last quarter of the school year and couldn’t play games for the entire summer last year. This year? He calculates

what he needs to keep his grades at a C. He ended this year with Bs, an A and 1 C! Delaney knew what to do and was consistent with it. Now he knows the expectations and the consequences.

Her daughter, 12, excels in school, has many friends, and loves sports. She was chosen to be on a select team. Delaney loves knowing her daughter can participate in things that she never could. She’s proud to be self-sufficient and able to afford to have her daughter take part.

Delaney has found a way to a more productive relationship with her children’s father. Though it’s taken years to achieve, it’s better for everyone.

The long-term stability – a Glen goal for our families – shows up in their career paths. Delaney chose Medical Billing and Coding. It’s given her options, flexibility, and stability.

As a coder, Delaney has completed qualifications for several specialty certifications which provide greater opportunity. Her next goal, to become certified for oncology coding, is on hold to be available for her children now. Soon, they will be more independent – then she’ll take that step.

Delaney is proud of how she and the children have become family. Family strength has been a constant aim. Their strong bond and care for each other shows. The seeds planted at The Glen have established roots, grown, and are thriving. We’re glad she chose this sacred ground to reflect, renew, and persevere. And flourish.



Graduate Reflection

Vera



What did you learn at The Glen that you still use?

The BIGGEST thing is parenting – the two choices – and both choices are things still acceptable to me. I learned that from Jenny (ELC Director) when my daughter was at the ELC (Early Learning Center). She taught me that it will help her with decision making. Last year, she was accepted into all three high schools that she wanted and chose the one she preferred. She's been happy there.

What was most important was emotional. SETTING BOUNDARIES. It was HARD for me; I come from a family of lack of boundaries. Learning to set boundaries almost took me out! I'm better at it now, but it took a lot of *personal loss* for me to get there. It had to become *necessary*. I'm better at it now. I'm learning a different way of doing it now that my daughter is 16 and a little more demanding and busy. "You can go here Friday *or* Saturday, but not both."

And, "If you start it, you finish it." If I didn't like it or it was too hard, my mom would say, "Okay, that's fine." But, in my home if you sign up for something, you have to finish. We did that with one of her activities. She wanted to quit but I made her finish it. She got to be back on the team again this summer since she didn't quit.

My [life] coach helped me with that. "Even if it's hard, don't let her quit." I still sit and talk with my coach. It's the one place I can get an honest answer. Not smart – open and honest.

My coach taught me, "You cannot rise to no expectations." When she said it, that messed my head up. I never heard it before. She broke it down for me. "If no one expects you to change, you don't have to. So then, you don't grow, you don't do anything. If no one expects you to do it, you just get comfortable with whatever it is that you're in. We were talking about relationships, but I've been able to spot it in every aspect of my life. I need someone in my life to say, "Girl, come on."

How is your family life different than it was when you were a child?

1. There's no drugs in my home.
2. There's no fighting or arguing like we did when I was a child. There's fighting and arguing, but not like it was in my home.
3. My dependence on other people is not the same. I know I'm going to be okay, regardless.
4. At 16, my daughter has been to 8 different states. I had never been to different states till I got in recovery.

What's your advice to Glen moms?

This was the best decision I made. They had something I wanted and needed at that time. I went on that [even though I was afraid].

Sometimes I hear [from new residents], "Should I get another apartment?" I *did* that – if *you do that*, you're coming in on a fear base. I thought I would

mess up and have to leave and I didn't want to be homeless. This decision that you make [to be] here... you're going to be okay. We're going to make sure that you can be okay if you want to be.

This is what we think coming to The Glen:

For single moms from real poverty, the only one thing that we want to make sure we don't mess up is being a mom. Some of us only have that.

We talk about that in *Bridges [Out of Poverty]*, where people become possessions, because that's all we have. We don't have material things or education; all we have is each other. So, when you become a mother in poverty, your goal is to be the best mother possible, because this is MY son, or this is MY daughter. I am in *control* of this. It's the one thing nobody can take from me. It becomes MINE. It's like, "How do I not fail? How do I not become another statistic? How can I make my mom proud and show her 'I've got it?'"

Walking in here, there is a lot of fear. As if you were walking into the ghetto. It's the same fear we have walking in here, into paradise. It's the same. We've already said, "We're not good enough to be here." Thank you, God, for loving the dumb! I would have missed out on everything!

"I was waiting on nothing. I am so glad I trusted."

Current Resident Impact Story

Nicole

Settling In as a Glen Resident

Nicole moved to her Glen apartment after the birth of her daughter, in October 2022.

It turns out she knows a Glen graduate and learned about our program a few months before her baby was due. Her initiative in contacting The Glen opened the door for her to become a candidate. Her readiness for change helped her become a resident.

Like many Glen residents, becoming a single mother forced Nicole to change her priorities. She was educated through high school, had a job with little growth potential, was in debt, anxious, and had little family support.

As a new mom at The Glen, Nicole wanted to get going on everything – her education plan, her Glen curriculum, get back to work, reconnect with her family, and get acclimated to being at The Glen. Guided by her Coach, Nicole was encouraged to take things more slowly, to enjoy the first several weeks to learn what it's like to be a mother, and bond closely with her new little one. She and her Coach discussed how she might have high expectations and still lower self-critical behavior.

With her coach's help, Nicole succeeded in establishing her Vision statement and her Life Purpose Goals, something every new Glen resident does. She identified that, in addition to finding a

satisfying career path, she also needed to stabilize financially. During the first several weeks at The Glen, Nicole began, with coaching and counseling help, to address some tense family relationships and how it might be possible to ease them.

She realized her responsibility to ensure healthy, safe, and respectful boundaries for her and her daughter. Her efforts to set and follow them have given her a foothold in more satisfying family relationships.

Now that she's settled in at The Glen, Nicole has activated her Vision and Life Purpose Goals. After investigating careers, Nicole is pursuing a degree in Cyber Security, beginning with the program at Sinclair Community College. Her daughter attends The Glen Early Learning Center (ELC) and is thriving in the classroom. Nicole even has a part-time job that gives her a sense of well-being. No longer a “new” resident, she's stepped in to be part of The Glen's Resident Council. She's met other Glen families and helps plan family-centered events for Glen moms and kids.

Nicole has a plan for herself that she finds challenging and fulfilling. It seems being forced to change her priorities brought her to a place where she's found her focus. She's using the resources of The Glen, including her coach, the Glen curriculum, her career path, the ELC staff, and other supportive residents who are now friends, to create her own future story.

“Our work is planting seeds.”

— Glen Life Coach



Cultivating a Future of Sustainability



Pre-K Garden Program

The Glen Early Learning Center and Mission of Mary Cooperative are collaborating to provide experiential learning that educates and engages Glen preschool children through a range of fun activities. Mission of Mary was born out of a community of Lay Marianists living and serving in the Twin Towers neighborhood in East Dayton. Two pressing issues faced the neighborhood—abandoned land and limited access to fresh, local produce. Their solution was to transform uncultivated green spaces into vegetable gardens and share the harvest with neighbors.

In 2009, Mission of Mary planted a single garden. Today they manage a network of six urban farming plots and grow over one hundred different varieties of fruits and vegetables. Dan Lombardo, the Education and Outreach Coordinator for Mission of Mary, is known in the community as “Mr. Dan the Garden Man.” He brings enthusiasm about the natural world and expertise about gardening to share and learn with our children and staff. Preschoolers learn about food systems, pollinators, and sustainability during Mr. Dan’s weekly visits March through December.

He prepares a weekly plan for the preschoolers. It integrates learning objectives into planned activities. In mid-April, the students learn about seed tape. It’s an easy way to plant seeds in a straight line, very helpful when planting rows in a vegetable garden. Making seed tape is fun for children learning about the planting process and the importance of spacing seeds correctly.

See what the children learn from the seed tape activity:

1. **SCIENCE:** Learn the plant growth cycle, seed germination, and the importance of proper spacing for healthy growth.
2. **MATH:** Practice measuring and marking the spacing between each seed along the length of a paper towel using a ruler and a marker.
3. **FINE MOTOR SKILLS:** Practice handling the small seeds and applying glue to the paper towel.
4. **RESPONSIBILITY:** Learn to care for living things as they plant seeds, water them regularly, and observe the seeds germinating and growing.
5. **PATIENCE:** Learn patience as they wait for the seeds to germinate and grow into mature plants.
6. **ENVIRONMENTAL AWARENESS:** Learn how important plants and the environment are for our well-being, and how small steps (planting seeds and growing plants) show care for our planet.

When the plants are ripe and ready, the children harvest the fruits and vegetables. This is a major difference between grocery store produce and home-grown plants. When they pick, clean, and eat the food the children find the flavor is more intense and the product is ripe. It may not appear as “perfect” or as large as what groceries offer, but no chemicals, fertilizers, or pesticides are used that mask the true flavors.



Children eat the harvest raw. Besides washing the fruits and veggies, the only additional preparation is having a little ranch dressing for dipping! They try everything they harvest. Their favorites are strawberries and red raspberries. And, if we have more than we can eat, we offer excess fruits and vegetables to their moms.

Together The Glen Early Learning Center and Mission of Mary Cooperative are cultivating a future of sustainability. We introduce and instill the educational components young minds need to become young adults who can produce and share fresh fruits and vegetables with their family and community.

Community Connection Spotlight

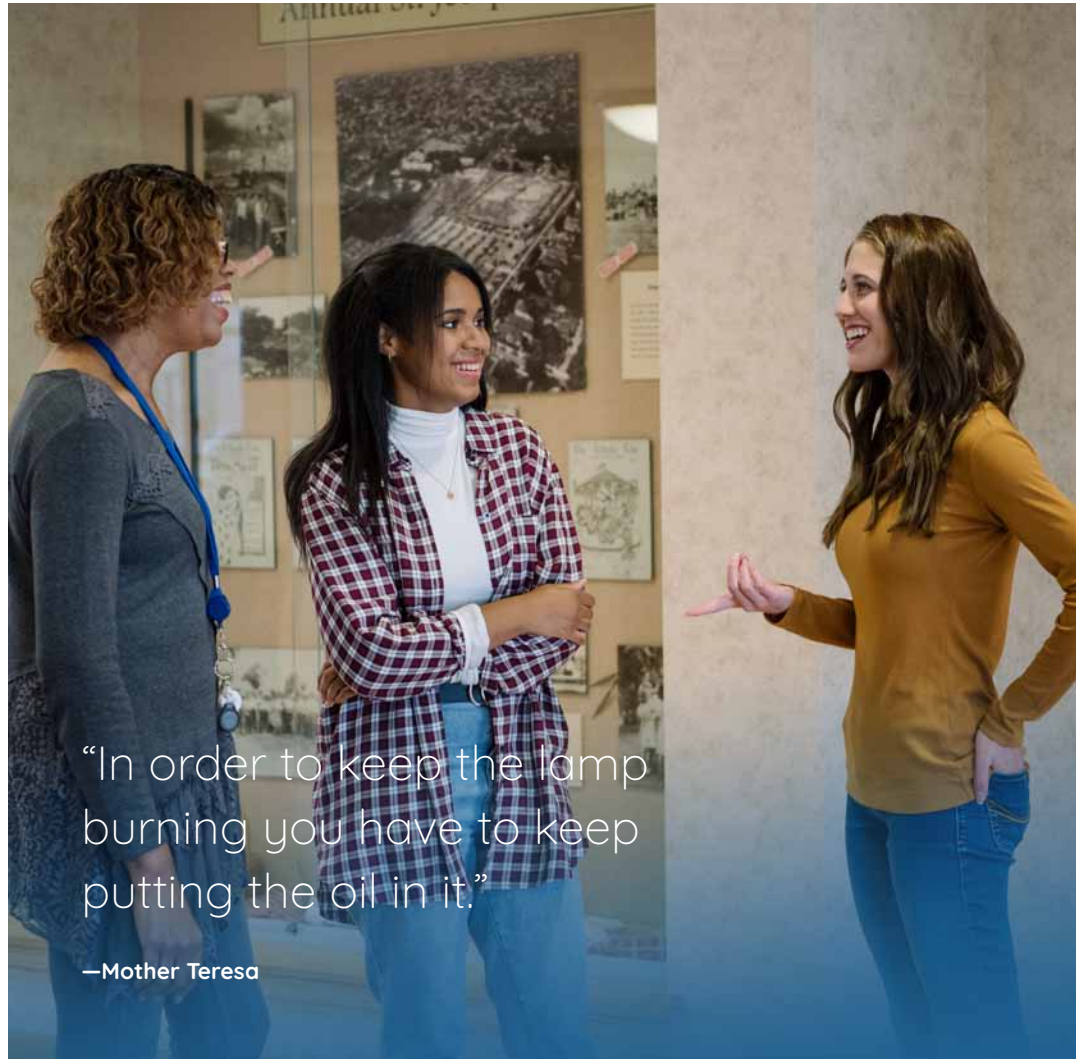
Kettering College

The Glen is fortunate to have a strong relationship with Kettering College. Two Glen Graduates with Honors have graduated from Kettering's nursing program over the years. In addition, one Graduate with Honors is in her last semester at Kettering College. She will graduate in December 2023 with a Bachelor of Science in Health Sciences. Two more residents are enrolled in the Kettering College Nursing Program. Their educational goals are to obtain a Bachelor of Science in Nursing.

This relationship with Kettering College implements an idea The Glen refers to as "layering" within various education programs. By completing their education plans in "layers", mothers have the success of completing a course of study and working in their educational fields. It gives the chance for hands-on experience and a better understanding of what career paths are available. Building on career success provides strong motivation to continue learning – and earning.

This more recent connection between The Glen and Kettering College proves to be very helpful for our residents and graduates. Jessica Beans, Associate Dean of Enrollment and Communications at Kettering College, assists the residents with financial aid, tutoring, mentoring and employment opportunities if the resident chooses. Our residents who are participating report that their college programs are rigorous but are worth the time and effort. They all have expressed gratitude for Kettering College offering this once-in-a-lifetime opportunity for them to be part of an exceptional college program.

To learn more about Kettering College visit: www.kc.edu.



"In order to keep the lamp burning you have to keep putting the oil in it."

—Mother Teresa

Community Connection Spotlight

Help Me Grow

Established in 2017, *Help Me Grow (HMG)* began as an evidenced-based parent support program that encourages early prenatal and well-baby care, and parenting education to promote healthy development of Ohio's children.

Help Me Grow has played a vital role in The Glen Community. It's served as a referral source for 9 residents between early 2022 and April of 2023. The Glen has found that mothers referred by *HMG* are looking for better circumstances and are ready to face their challenges with the support of their home visitor and The Glen's program. One resident shared her family's experience with *Help Me Grow*. "*Help Me Grow* has been a blessing to my son and me. Without his nurse I don't know where I'd be. His *Help Me Grow* nurse is wonderful and made sure that we were good every month. She sent me plenty of resources that came in handy. She was also there for us emotionally, physically, and mentally throughout our more than two years of meeting each other. We love her like family!"

This community resource – *Help Me Grow Home Visiting* – is voluntary. And it comes where the parents are – in their own homes. Well-educated and well-trained professionals visit and establish goals developed between the *HMG* professional and the parent(s). Relationships can begin during pregnancy and can continue to age three. By using "a non-judgmental and compassionate

approach that empowers parents with skills, tools and confidence to nurture the healthy growth of their children," (OHDH,2023) the home visitors and parents develop strong ties. Parents trust that *HMG* wants what is best for the family. They understand how to meet the needs of the child. Whether it's a teacher, a social worker, a nurse or other professional, the conversation with parents covers a variety of topics, like healthy pregnancies, baby and child health, breastfeeding, nutrition, immunizations, child growth and development, discipline, toilet training, child safety, household safety, and community resources and referrals.

"We love her like family" is what *HMG* advocates share, too. They are very excited when one of "their" mothers accepts an invitation to become part of The Glen. Developing the relationship with this community resource has been positive for all parties concerned.

To learn more about *Help Me Grow* visit:
www.hmgbf.org



Community Connection Spotlight

Christ Child Society

“Nothing is ever too much to do for a child.”

Mary Virginia Merrick, Founder of Christ Child Society (1887)

Since 1911, The Christ Child Society of Dayton, Ohio has been serving children in our region. They serve food at the local St. Vincent de Paul Homeless Shelter, gather materials for DECA programs, and, of course, make layettes to give new mothers in our community for their infants. It's been the calling card for Christ Child since the beginning. Today, the community programs supported by The Christ Child Society members are extensive, and The Glen is one.

Since The Glen's opening in 2006, the volunteers of The Christ Child Society have contributed their time, talent, and treasure for our families. They've helped with our evening childcare so mothers can participate in The Glen's curriculum. They staff the Annual Halloween "Trick-or-Treat" and Party for our children. They set up toys and home goods, then act as "sales clerks" for our annual Resident Christmas Sale. We can count on the women of The Christ Child Society to help us serve our families.

We're happy to report that the three-year "Covid Break" has not dampened their generous support of The Glen. We've eagerly welcomed back our

Christ Child volunteers. Again, this year, a group of them designed and made assorted note cards to gift each Glen mom for Mother's Day. At the luncheon we host for those who lived at St. Joseph Orphanage, Christ Child volunteers help prepare for and welcome our guests. They ask us, "How can we serve?"

The Christ Child members are more than volunteers; they are true friends of The Glen. It's our privilege to consider them one of our most valued Community Connections.

To learn more about Christ Child Society visit:

www.christchildsoctyofdayton.org.



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

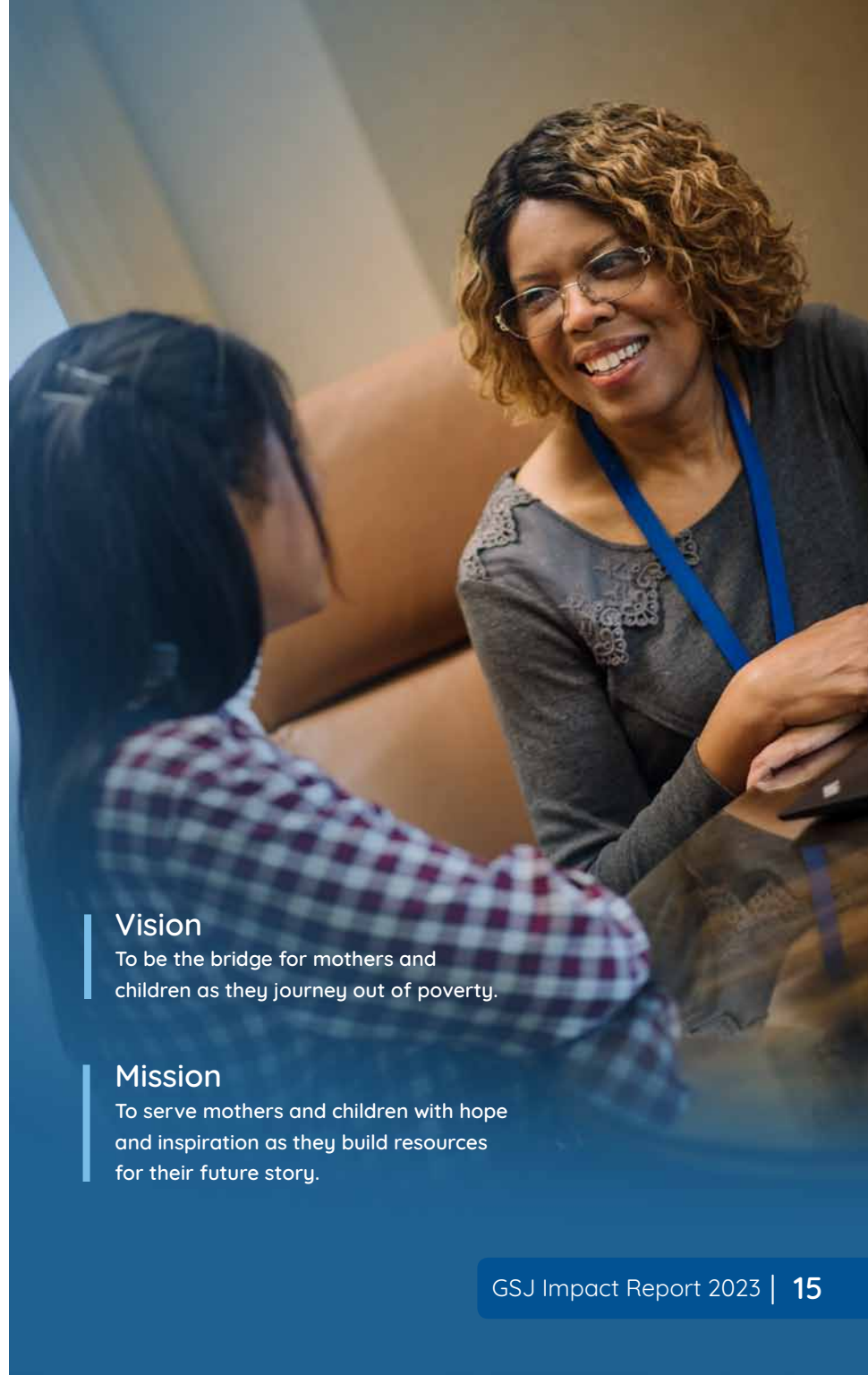
To learn more about how you can impact the families we serve and help support our mission, visit www.glenatstjoseph.org.

Vision

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

Mission

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



BOARD OF TRUSTEES

MaryAnn Mathile

Clay Mathile

Michelle Mathile

Mary Lynn Naughton

Rev. Larry Hemmelgarn, C.P.P.S.

James White



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

The Glen at St. Joseph
611 St. Joseph Avenue
Dayton, Ohio 45410
Telephone: (937) 252-1635
Fax: (937) 252-4964
Email: info@glenatstjoseph.org

To view the The Glen Training Center workshop schedule,
visit our website: www.glenatstjoseph.org/trainingcenter