

2026 Annual Impact Report



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OUR VISION

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



OUR MISSION

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



Executive Director Message

For over 20 years, The Glen at St. Joseph has supported single mothers and their children—walking with them through challenges, celebrating their victories, and witnessing the extraordinary strength that defines their journeys. What began as a vision to support families has grown into a trusted foundation of hope, resilience, and opportunity.

As we reflect on these two decades of service, we do so with humility and gratitude. Every story, every lesson, and every relationship has shaped who we are today. We have learned that meaningful change is not quick—it is cultivated over time through consistency, trust, and a deep commitment to seeing the whole family thrive. We have seen firsthand that when a mother is empowered, a child's future is transformed.

At the heart of our Two-Generation approach is a simple but powerful truth: mothers and children grow stronger together. When a mother pursues education, stability, and personal growth, her child is learning alongside her—gaining confidence, witnessing perseverance, and building a vision for their own future. At the same time, as children develop, learn, and succeed, they inspire and motivate their mothers to keep moving forward. This shared journey of growth creates a cycle of encouragement and possibility that strengthens the entire family.

In this season of reflection, we are grounded in the promise of Jeremiah 29:11: “For I know the plans I have for you... plans to give you hope and a future.” This truth has carried so many of the families we serve through seasons of uncertainty, and it continues to guide our work as we look ahead. It reminds us that even in the midst of challenge, there is purpose—and a future filled with possibility.

At the same time, we are stepping boldly into the future with intentionality. The needs of families are evolving, and so must we. We are listening closely—to the voices of the mothers we serve, to our partners, and to our community—so that we can strengthen and refine our approach. Our commitment is not only to continue this work, but to elevate it: to design strategies that are more responsive, more innovative, and more impactful for the next generation.

As we plan for what comes next, Jeremiah 29:11 anchors our vision. We believe that every mother and child we serve has a future full of promise, and it is our responsibility to help create the pathways that make those futures attainable. This next chapter is one of thoughtful growth—building on a strong foundation while embracing new opportunities to deepen our impact.

We envision a future where even more families break cycles of hardship, where children see limitless possibilities, and where mothers pursue their dreams with confidence and support. By learning from the past and planning with intention, we are preparing to serve families more effectively for the next 20 years and beyond.

To all who have been part of this journey— Board members, staff, partners, supporters, and the remarkable families we serve—thank you. Your contributions have shaped a legacy that will continue to grow and evolve for generations to come.

With deep appreciation and unwavering hope,

Laura Roesch



Founding Story

The land on St. Joseph Avenue has been in service longer than The Glen has had a name. As cholera swept through Dayton in the 1800s, it left many children without parents. A group of Catholic laymen dedicated this ground to their care declaring it the St. Joseph Orphanage. In 1891, the Sisters of the Precious Blood assumed stewardship, operating St. Joseph Home for Children on this property

for the next seven decades. In 1967, as the congregation's capacity changed, the Sisters of St. Francis of Pittsburgh stepped in to continue the work. In 1984, the property became St. Joseph Children's Treatment Center. Three congregations and nearly 160 years of faith-driven service to children and families are embedded in this ground.



The Glen's founding conviction was that under-resourced mothers deserve opportunity, not charity, and that genuine faith carries obligation. The model holds two things simultaneously: the expectation of hard work and personal responsibility, and the presence of love, mercy, and compassion. Neither cancels the other. Both are required.

From the beginning, The Glen was designed around a structural truth that most housing and support programs leave unaddressed: a mother's growth and her children's growth are not separate tracks. They are the same investment. A mother working toward a degree while her child receives no early education gains ground she may later lose. A child in a high-quality early learning environment while her mother lacks stable housing and support faces compounding instability at home. The Glen was built to hold both — residential stability and higher education support for mothers, and on-campus early childhood education for children — not as parallel services, but as one unified design.

*Built on relationship, grounded in faith,
and designed for transformation measured
in years, not days.*

A Life-Changing Campus

22
Acres

36
Apartments
in main residence

2
Cottages
for graduates with honors

1
Early Learning
Center
serving ages 0-4

1
Chapel of The
Glen at St. Joseph
public mass twice a month

9
Graduate
Apartments
*home to residents who complete
the program with honors*



The Early Learning Center

Where the 2Gen Model Begins

The Glen’s 2Gen model starts before a resident’s first class, before her first advising session, before she sets foot in a financial literacy workshop. It starts the morning she drops her child off at the Early Learning Center — and both of them begin something new.

The ELC is Not a Childcare Convenience.

It is the foundation that makes everything else structurally possible. A mother cannot pursue her degree if her child has no safe, enriching place to be. And a child cannot thrive if mom is in a precarious situation unable

to invest in them. The ELC dissolves that tension. It holds the child intentionally so the mother can move forward intentionally — and the work happening in both rooms is serious.

What the ELC builds

The ELC operates under Ohio’s Step Up to Quality Gold Rating — the state’s highest designation — using the HighScope curriculum, an evidence-based approach centered on active learning and child-directed discovery. Children here are not waiting for their parents to finish school. They are building language, executive function, social skills, and early literacy in a setting designed specifically for that work.

Among children of Glen graduates surveyed in 2025, 4 in 5 have never been held back a grade and have never been placed in special education — markers of the kind

of early foundation that sustains a child through the transitions of elementary, middle, and high school. Nearly 3 in 10 have taken advanced or honors coursework. Most are reading at or above grade level. Most are in extracurricular activities — sports, arts, programs — that signal a stable home life and a parent investing beyond the basics.

These are not coincidences. They are downstream effects of what was built early.

An Honest Note on the Data

Where program completion rates are lower — among alumni who left before graduating — the academic picture for their children is more mixed. This is consistent with national post-pandemic trends, and with what research tells us about the cumulative effects of program investment. It is not a rebuke. It is a reason to keep doing the full work, and to support every family who walks through The Glen’s doors as far and as long as they stay.

The children who came through this building as infants and toddlers are now in middle school. Some are in high school, college or pursuing trades. The ELC’s work was never going to announce itself immediately. It was always going to take time — and the evidence is beginning to arrive.



What Lasted

Outcomes in Their Mother’s Words

The Glen followed up with mothers after their children had grown into school age and beyond. We asked what stayed with them. Five outcomes came back most often, and each one traces to something built here.

01 Safety and Stability

Mothers came here to study, not to manage a housing crisis. Their children grew up on the same 22 acres, with the same teachers and the same address.

CAMPUS HOUSING • LIFE COACHING

02 Learning and School Readiness

Children walked into kindergarten ready. The Early Learning Center holds Ohio’s Step Up to Quality Gold rating and teaches the HighScope curriculum.

EARLY LEARNING CENTER

03 Social Development

Friendships formed in ELC classrooms and across campus. Mothers described children who could share space, join a group, and read a room.

EARLY LEARNING CENTER • CAMPUS COMMUNITY

04 Confidence and Independence

HighScope puts the choice in the child’s hands every day. Plan, do, review. Mothers described children who led, and who did not wait to be told

HIGHSOPE CURRICULUM

05 Parenting and Family Support

Parent Cafe, Conscience Discipline, and Getting Ahead gave mothers a practical set of tools. What they learned did not stay with them. It went home to their children.

LIFE COACHING • PARENTING CURRICULUM

52

Children represented in the follow-up study

7-18

Age range of children at follow-up, median age 11.5 years

85%

of responding mothers were working, 33 of 39 respondents

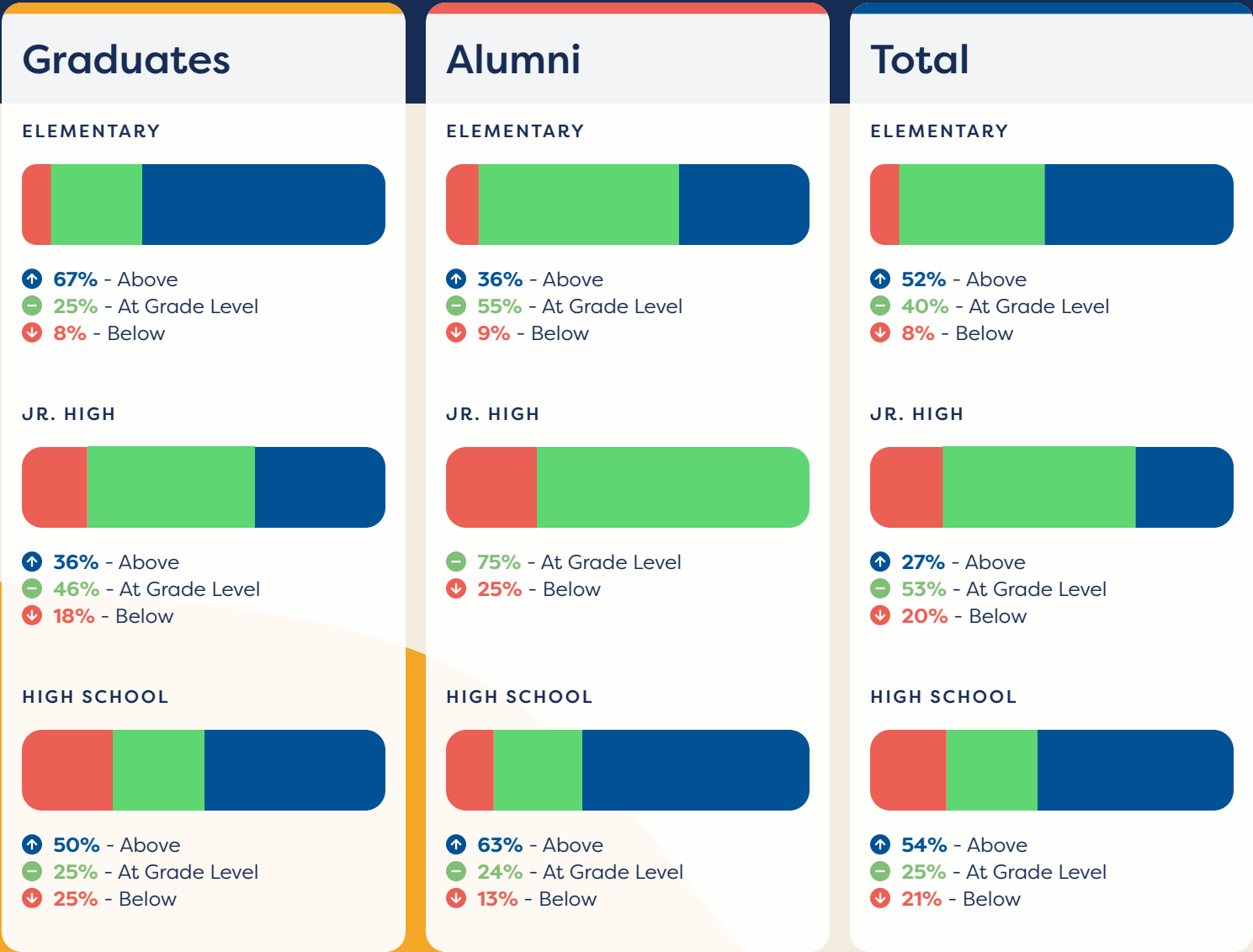
Educational Pathways

30 children attended public schools, 14 attended Catholic schools, and the rest were in charter, private or Christian, homeschool, or other specialized settings. Where a child went to school varied. What they carried in with them did not.

Source: The Glen at St. Joseph Mother-Child Follow-Up Study. 52 child records, 40 unique mothers and families. Employment is based on 39 mothers who provided a response. Findings reflect participant reports and should not be interpreted as causal estimates.

Math

Most children are at or above grade level with some notable differences between Graduates and Alumni beyond sample size.



Resources at The Glen at St. Joseph

Parenting

- Car Seat Safety
- Parent Cafe
- Conscience Discipline

Social

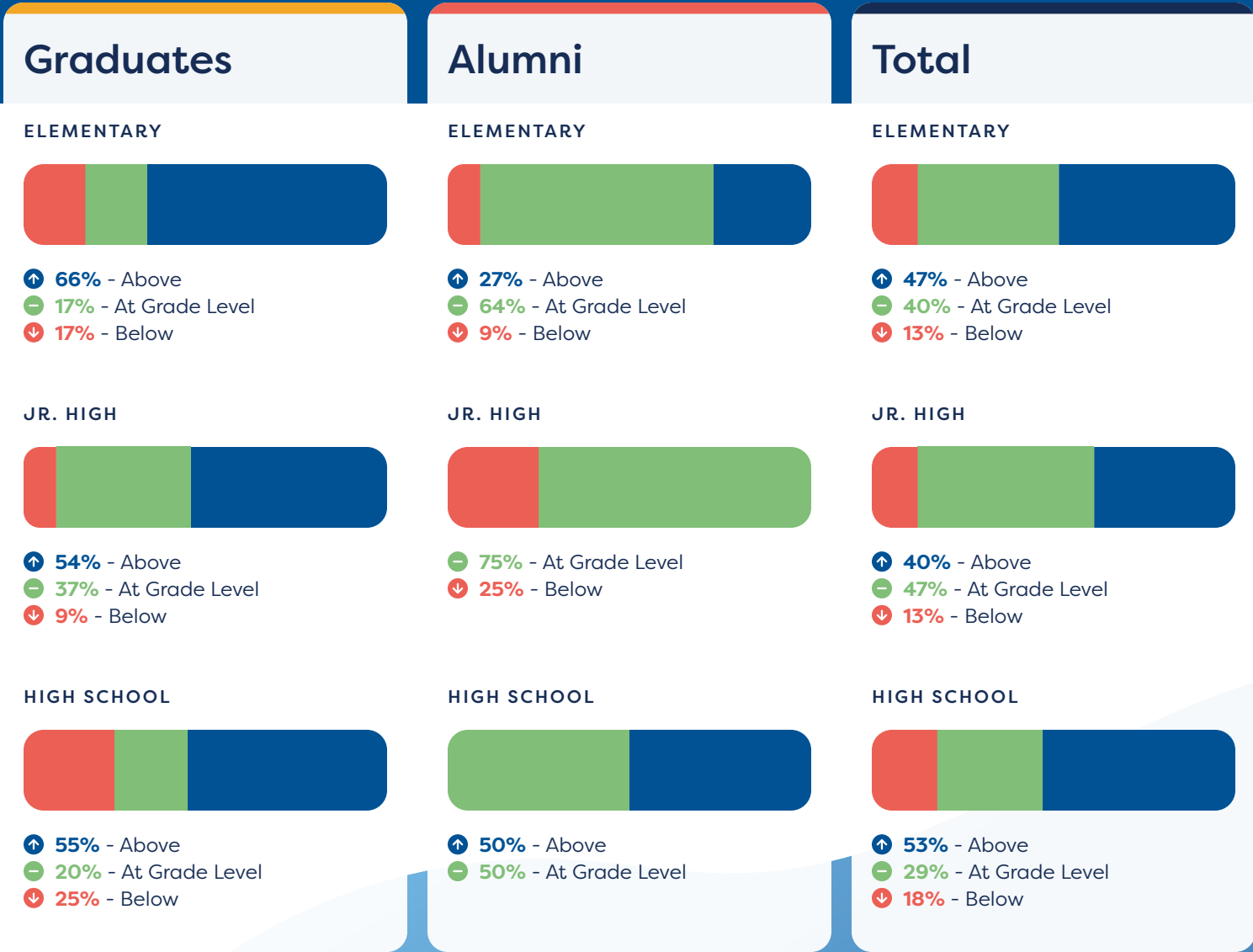
- Boundaries
- Cultural Diversity
- Relationships After Trauma
- Building Social Capital

Emotional

- Healthy Coping and Wellness
- Roots and Resilience
- Getting Ahead

Reading

Most children are at or above grade level with some notable differences between Graduates and Alumni beyond sample size.



Resources at The Glen at St. Joseph

Career

- Career Building
- Resume Writing
- Cross Referral Opportunities

Physical

- Health and Wellness
- Yoga
- Fitness

Hear From Our Moms



Kristie
The work was always hers

Kristie found The Glen at the Garlic Festival 2007 where she signed up for a Thursday newspaper subscription hoping the classifieds might turn up a job. The first paper to land on her doorstep carried a front-page story about a place in Dayton where a mother could earn her degree with her child beside her. Her son, Maddox, was three. When she was accepted at 27 years old, she said to her intake coordinator “You must accept me! I’m already enrolled at Sinclair for Spring!” It was an early measure of determination that would define her time at the glen.

At The Glen, her full-time job was to be a student. Not a student stacked on top of a job stacked on top of parenting alone. Just a student, and a mother. She taught Maddox to ride a two-wheeler on the campus’s open acres; the kind of easy afternoon she never had room for. At the Early Learning Center, teachers caught speech delays with the assistance of evaluations performed by Goodwill Easter Seals and worked with him in class sizes, with no more than 10 children.



For her own success, Kristie learned to hear the difference between people in her life rooting for her and people afraid of losing access to her, and she let go of the second group. Coming from a family of construction workers and waitresses, societal influences made her believe, that was her glass ceiling. The Glen empowered her to say NO.

“*The Glen gave me the environment. The work was mine.*”

Her life coach, Gwen Gist, remained practical, direct, and had no fuss, which, according to Kristie, was exactly what she needed. Kristie entered The Glen with a hunger for a better life for her family, and while driven, she held onto a sense of pride fueled by years of doing everything herself. When she could not afford groceries for one month, it took Kristie a long time to work up the courage to ask Gwen for a grocery card. She wasn’t sure she deserved the help. Through The Glen’s curriculum courses such as Getting Ahead and Bridges out of Poverty, she learned that discouragement comes from listening to people that are not brave enough to walk the same path. On her own terms, her spiritual faith grew at The Glen, she explored openly, was never pushed, and arrived at a faith she practices daily now.

Kristie finished six years of education in five. A master’s degree and a 3.8 GPA, from a woman who struggled through high school because no one noticed she was “bored, not behind.” Today she runs her own firm offering accreditation and compliance consulting along with staff development training. Gwen is still in her life, now a friend and professional collaborator; they live near each other and consult one another like the colleagues they have become. Maddox is approaching college carrying the same sense of perseverance shown in his mother, teaching himself to weld in their backyard ahead of an upcoming program at Sinclair.

Kristie believes she would have gotten here eventually. However, it just would have taken longer, cost more, and the sacrifices would have landed on her son. What The Glen gave her was the environment, she says. The work was always hers.

“*At the heart of everything we do are the remarkable mothers who choose to invest in themselves and their children.*”



Gloire
Not finished, on purpose

Gloire arrived at The Glen October 2022 at 19-years old, her daughter and a promise in tow: “give me the chance and I will show you how far I can go.” Getting here took a decision most people in her family would never make. She watched a cycle play out between her parents, and when confronted with the same cycle repeating in her own life, she walked away rather than hand it down to her daughter. But before building anything new, she had to clear out what was pulling her backwards. That meant saying good-bye to relationships she’d held for nineteen years.

The first years of motherhood were rooted in survival, a constant grind of long working hours and planning for every penny’s purpose. With stable housing ahead of her and a newfound village, she immediately got to work. Her life coach, Gwen Gist, calls her a sponge, and her efforts prove it. With financial literacy courses such as Getting Ahead, workshops on healthy relationships such as Roots and Resilience. Everything she absorbed became armor for a practical world in which her peers did not see.

Gloire is disciplined about avoiding debt, prepaying her bills for two and three months out; using The Glen’s affordable rent structure to ensure nothing tugs at her attention during school. She works as a patient care technician and is closing in on the longest job tenure of her young life, a milestone she counts. Next comes an LPN program, chosen after she realized nursing fits her better than social work did and with her previous credits, she’s slated to complete her LPN program at an accelerated rate.

“*I stopped surviving and started planning.*”

Her daughter, Glow, is growing right alongside her. Arriving shy and silent around strangers due to previous experiences in her still young life, she now socializes easily and is even picking up sign language at the Early Learning Center.

“One night, Glow got really sick after eating a lot of candy [at the campus Halloween party]. She was throwing up, and I could simply lay on the floor and care for her with patience instead of anxiety. That was the first time I realized I could relax.”

Now at 23, she is already talking about giving back. She shares what she’s learned at The Glen with patients at work and with anyone who asks: “know who you are first, set your standards, use every resource within reach.” She is building the life she wants and has decided what she will allow in it. Gloire graduated from The Glen’s curriculum in 2025 and is currently at The Glen’s cottage apartments reserved for Graduates with Honors.

At The Glen, Gloire is encouraged to rewrite her own story and live on purpose.





A Decade of Income Growth

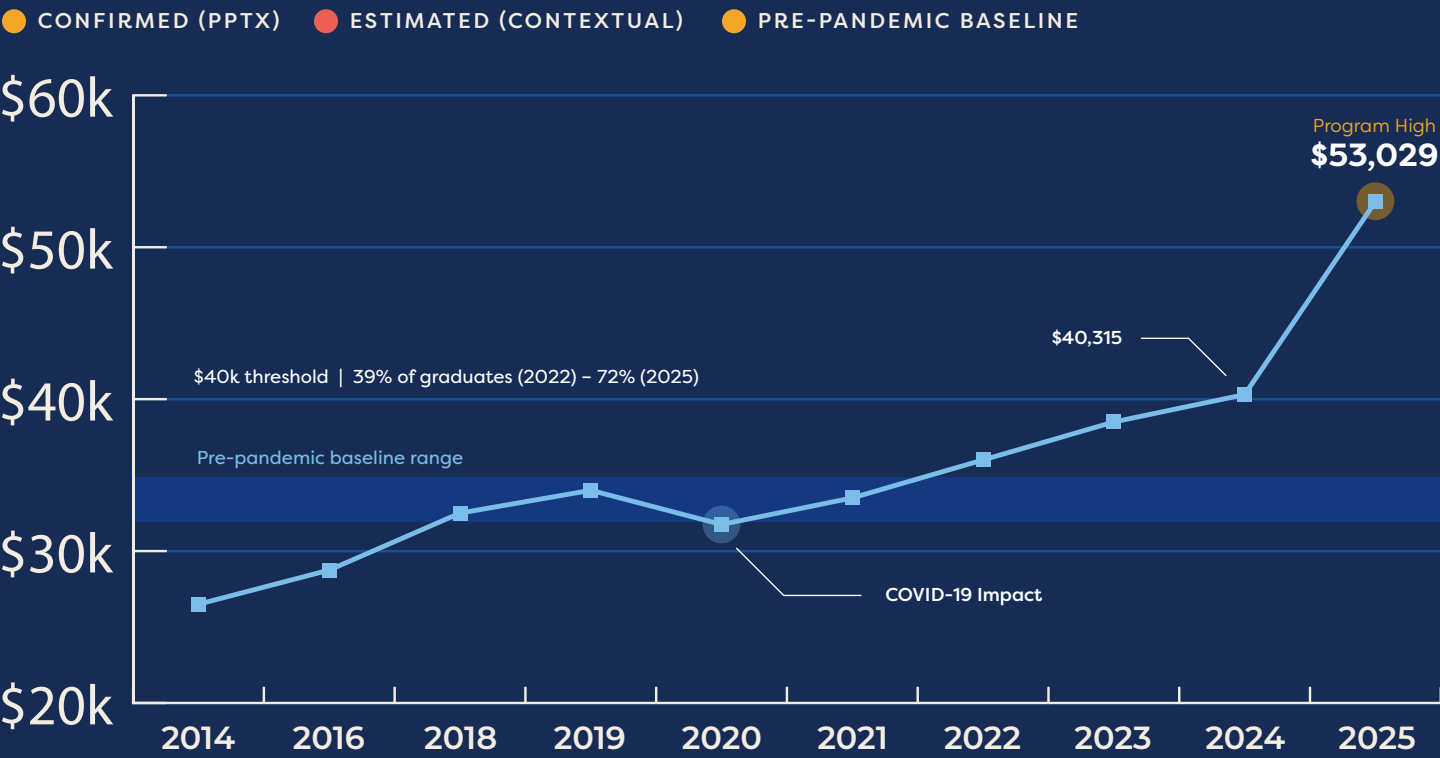
When a woman graduates from The Glen, she leaves with a degree, a Life Plan, and a career trajectory that compounds over time. The line below tracks graduate average annual income, measured across eleven years of surveying. The dip in 2020 mirrors what happened to working families across the country. In 2025, Glen graduates reached their highest recorded average income: \$53,029 – and the share of graduates earning above \$40,000 nearly doubled in three years, from 39% in 2022 to 72% in 2025.

What the data does capture is what sustained, relationship-based investment produces when it is given enough time to work. Most programs measure outcomes at exit. The Glen’s twenty-year record allows a different kind of accounting – one that shows not just what residents achieved during their residency, but what a model built on consistency, trust, and whole-person development produces when it is applied year after year, cohort after cohort, with the same fidelity to the founding design. The numbers that follow are evidence of that consistency. They reflect a program that has not drifted from its model, has not chased short-term metrics at the expense of long-term outcomes, and has remained committed to the slow, compounding work of

transformation across two decades and two generations simultaneously.

The figures below should be read as evidence of a model that works – not as proof of activity, but as the documented result of what happens when relationship, trust, hope, and change are built into the structure of a program and sustained across twenty years. Behind each number is a coaching relationship, a Life Plan, a child who spent her earliest years in the Early Learning Center, a woman who walked across a stage to receive a degree she earned while raising her family on this campus.

Graduate Average Annual Income Over Time 2014 - 2025 | GLEN PROGRAM



Honoring Our Legacy. Building Our Future.



A Letter from The
Glen at St. Joseph's
Board Chair.

As I reflect on the past twenty years of The Glen at St. Joseph, our story has always been one of relationships, rooted in faith, strengthened through trust, sustained by hope, and inspired by the shared belief that every mother and child deserves the opportunity to thrive. At the heart of everything we do are the remarkable mothers who choose to invest in themselves and their children. Their courage, resilience, and determination to overcome barriers, embrace new opportunities, and build brighter futures inspire us every day, affirming the power of The Glen's Two-Generation approach.

I am especially grateful to Mary Mathile, whose vision and steadfast faith gave life to The Glen. It has been an incredible blessing to learn from her, serve alongside her, and now have the privilege of helping steward the mission she began. I am also grateful to our former Executive Director, Elaine Lantz, whose dedicated leadership helped turn Mary's vision into the strong foundation upon which we stand today. I extend my deep appreciation to our dedicated staff, board members, donors, volunteers, referral partners, and community partners, whose compassion, generosity, expertise, and encouragement have faithfully walked alongside every family and made The Glen's mission possible.

For twenty years, Mary's vision has guided The Glen, and I am honored to accept the responsibility of stewarding it into its next chapter. We will continue to honor our legacy while remaining rooted in our mission, listening to the families we serve, responding to their evolving needs, and continually strengthening our approach so that every mother and child has the opportunity to thrive. As we begin The Glen's next twenty years, I am delighted to welcome Laura Roesch as our Executive Director. Together with Laura, our leadership team, and the Board of Trustees, we are committed to building on this strong foundation while thoughtfully expanding our impact for the families we serve.

Blessings,

Michelle Mathile
Board Chair



With Hope and Gratitude



A Letter from The Glen
at St. Joseph's Founder
& Board Emeritus.

The Glen has been a wonderful blessing from God, who gave me the gifts and vision to create The Glen at St. Joseph as a place where women could pursue a better life for themselves and their children.

Over the past twenty years, I have been rewarded and given so much joy in getting to know these remarkable women and seeing so many of them succeed through their hard work and sacrifices to build the lives they and their children are worthy of in this world.

Now, it is time for me to pass the stewardship of this vision to Michelle Mathile, Chair of the Board, and our new Executive Director, Laura Roesch. I have confidence they will faithfully lead The Glen into its next chapter with new ideas and thoughtful approaches that will strengthen our mission and the families we serve.

I look to the future with great hope and gratitude, knowing The Glen will continue to provide that same opportunity for generations to come.

God's Blessings,

Mary Mathile
Founder & Chair Emeritus

Meet The Board

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Founder

Mike Mathile
Treasurer

Jim White
Trustee

Michelle Mathile
Chair

Mary Lynn Naughton
Secretary

Fr. Larry Hemmelgarn
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