

Welcome



| *Written by The Glen Boys of YESTERDAY,
for Glen Boys of TOMORROW.*

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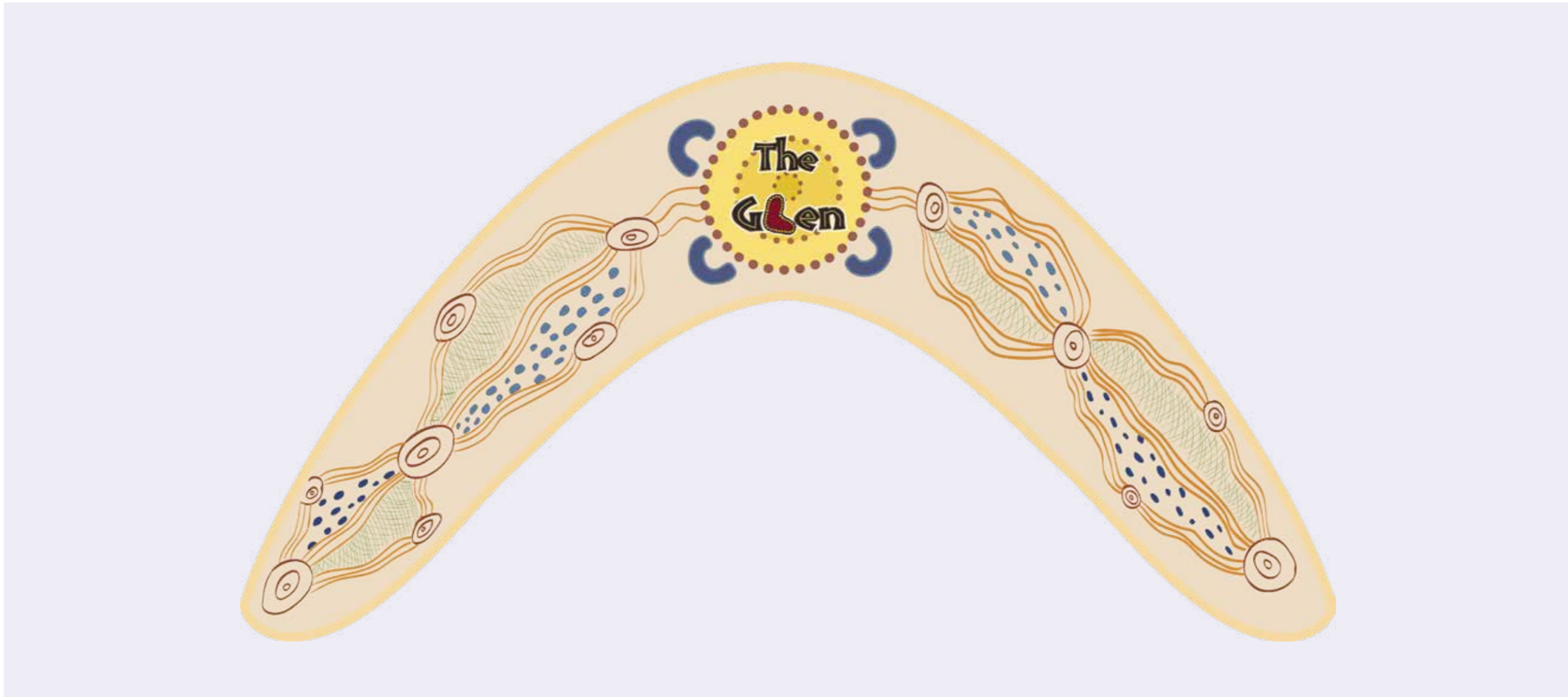
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The Glen is a community of men who have travelled from all walks of life, who learn and use LIFE SKILLS and LEISURE as the legs to stand on and to step into a life of RECOVERY.

[This pack has been written by Les Khan, Glen boy of 2019.]

HISTORY OF THE GLEN

The Glen is named after the son of Cyril Hennessy, the Founder of The Glen. Cyril was an Aboriginal man from Bourke in North West NSW. He had struggled with his own demons regarding 'drug and alcohol addiction' and he had the opportunity to change his life through a mentor who was his older brother (the famous Uncle Harold, who is a well know published Indigenous author). Cyril was shown that there was a new way of living without Drink and Drugs and maintained a long term sobriety.

In the early 1990's, Cyril lost his second son to a Drug and Alcohol related death.

At the same time, Cyril was several years clean and sober and working for Parole. He was getting frustrated seeing people who were sick (with addiction issues) coming in and out of the criminal justice system (prison). He wanted to help these people and he could identify that they were addicts or alcoholics and they needed a safe place to learn some new skills and get their life back on track, just like he did. They were sick people trying to get well, they were not bad people trying to be good.

In 1995, Cyril met Vince Coyte & together built The Glen.

Determined to make this a reality, Cyril left that job working for the Government and with some support in the local Aboriginal Community in 1995, The Glen was born.

We have since lost Cyril in 2008 and then Vince in 2017. Cyril's sister Coral Hennessy has been a long time board member and is the long-time Chairperson of the Glen. She still is today in 2019. Coral herself has buried 3 kids and she knows too well the damage that Drugs and Alcohol have done to the Aboriginal community and the general community. She often says things like "The Disease of Addiction doesn't discriminate, so neither do we". Another long-time board member at The Glen is local Indigenous elder Jan McKinnon. She has suffered terrible loss during her life burying a son, a daughter and a granddaughter through drug addiction. The Glen is proud to be

an Aboriginal Community Controlled Organisation that is part of the whole community.

The Glen has continued to thrive and not just survive. This doesn't mean we are always looking to get bigger, but we are always looking to get better. It is important that the quality of what we offer is always improving and we are always focused on trying to make sure we can help as many people as possible. That is why we decided to advocate for and eventually get the first female-specific Aboriginal Community Controlled rehabilitation centre in NSW and this funding was announced in 2019.

The Glen exists solely to help people with drug and alcohol addictions. It exists for the clients; they are the only reason any of us are here. The Glen is the sum of a lot of moving parts, and this includes:

- the Board
- the Advisors to the board
- the staff
- the volunteers
- the many and varied stakeholders and supporters.
- the community

Without the supports of the community we cannot do what we do at The Glen.

THE GLEN VALUES

- WE CONSIDER ACTIONS TO BE LOUDER THAN WORDS
- WE GROUND EVERYTHING WE DO IN A FOUNDATION OF HONESTY
- WE TREAT EVERYONE WITH RESPECT
- WE EXERCISE COMPASSION TO ALL OUR FELLOW HUMAN BEINGS
- WE BELIEVE IN FAIRNESS AND EQUITY
- WE BELIEVE IN TRANSPARENCY AND ACCOUNTABILITY
- WE BELIEVE IN LOVE AND WE BELIEVE THAT COMMUNITY AND OUR CONNECTION TO PEOPLE ARE AN IMPORTANT PART OF THE HEALING PROCESS.

The Glen is an Aboriginal Community Controlled organisation that is located on the NSW Central Coast. The Glen is proud to take clients from all over NSW and Australia and help them get well, recover and return to their family and communities as active members. The Glen has an Aboriginal Board, Indigenous and Non-Indigenous 'Advisors to the Board' and many other Indigenous and Non-Indigenous supporters.

The Glen's purpose is to help Indigenous and Non-Indigenous people who can benefit from using our services. The Glen does not discriminate on any basis and is happy to serve anyone who can benefit from our program.

The Glen is proud to say that it is a very culturally appropriate program and uses Aboriginal culture as a major part of its services offered. The Glen does not do any 'ceremonial' dance etc., all the cultural aspects of The Glen program are there for 'celebratory' purposes and designed to lift our spirit. The belief is that the culture needs to be shared to be kept alive.

The Glen considers itself to be an important stakeholder in achieving 'reconciliation' between Non-Indigenous and Indigenous Australians, and in reducing the stigma around Drug and Alcohol addiction and Mental Health. The Glen does not consider itself to be a voice of anyone (the Aboriginal Community or the any other group) other than The Glen.

‘It is presumed that if you walk through the gates at the Glen, then you want to quit drinking/using.’

Recovery is the core foundation of what the Glen represents, we believe this to be paramount to the recovering alcoholic/addict. It doesn't matter how we get here; the only thing that matters is what we do with ourselves while we are here.

It is presumed that if you walk through the gates at the Glen, then you want to quit drinking/using. Stopping is the easy part, staying stopped is where it gets difficult. There is more to stopping drinking/using than just simply putting down the drink/drugs. The program of Recovery at the Glen consists of meetings and groups which are facilitated by qualified counsellors, to help the boys identify any underlying issues as well as equip them with the right knowledge, new tools and support network to overcome their alcoholism/addiction.



MORNING GROUPS

Morning group is one of the most important groups we attend at The Glen program, it is the start of our daily schedule and it's our first opportunity to come together as a group.

Resentments are brought up during this time to raise any issues or concerns as a way of releasing any built up frustration to prevent any future disagreements between clients. It also allows the boys to learn how to express themselves when feeling frustrated, agitated or angry. By opening up about our resentments first thing in the morning it allows everyone

at the Glen (staff & clients) to start the day off with a positive mindset. We read out the rules every morning, so everyone has an understanding of the boundaries that are expected to be upheld at The Glen while also allowing a client to discuss the rules further and if they don't understand why the rule has been put in place, the reason for why we have it can be fully explained.

Morning groups are varied and are facilitated by internal staff at The Glen or some outside people. It is important to contribute to group.

CASE MANAGEMENT

Case management identifies the core issues which have brought us to the Glen. This means we must thoroughly examine ourselves and really dig deep to identify these causes in order to address them. We are supported through this process by the glens case manager during the first 12 weeks. The Case Manager offers one on one counseling and support in the form of referrals to services such as grief counseling, housing, courts, WDO's etc. depending on the case plan and what specific needs are required. Our cases are reviewed on week 1, week 4 & week 8.

Wk1: Introduction with the Case Manager to communicate and identify problems presently facing due to drugs/alcohol or any grief/trauma they have suffered as a child or during their adolescence that may have triggered them to abuse drugs/alcohol e.g. grief, trauma, court, family issues etc.

Once highlighting and identifying such issues, a plan is put in place to ensure the boys are supported and their needs are being met.

Wk4: Touch base and review the plan that has been put in place and identify if any adjustments need to be made as well as have a discussion about the first 4 weeks we have been at The Glen. The case manager also identifies if any progress had been made with our physical and

mental health as well as our emotional wellbeing. At this stage, if the boys owe money to state debt, a work development order (WDO) will be introduced to help pay off any fines.

Wk8: The final review with the case manager is to assess where we are at in our lives and recovery and a decision is made on whether we want to extend our stay at The Glen and move on to the next phase which is our Transition program. If we feel as though we are ready to reenter society after the initial 12wk program, an exit strategy is put in place. The strategy will include G.P appointments, housing as well as linking up with local services will be put in place and we are offered support through our outreach program to ensure we have an established support network upon reentering society.

A.A & N.A Meetings: We attend Alcoholics Anonymous and Narcotics Anonymous meetings to introduce the boys to a network of recovering alcoholics/addicts within our community.

Grief Counsellor: Sessions with the Grief Counsellor are available to begin the healing process for all the boys who have experienced any kind of grief/trauma in their lives.

Gambling Counsellor: The gambling groups and one on one sessions with the gambling counsellor are held to help the boys who struggle with gambling to overcome their addiction.

Psychologist: Our psychologist group sessions educate us around how our mind works, how our thoughts dictate our behaviors and how our behaviors relate to our alcoholism/addiction. We are also shown techniques to manage our stress, depression, anxiety when they arise in our lives.

Anger Management: Anger management sessions help us to identify what triggers our anger and how to implement new strategies to manage this.

Relapse Prevention: These sessions are all about us identifying the mistakes we have made in the past and learning from them as well as planning how to fill our time now we are no longer drinking and using.

Specialised Services: Experts are frequently invited to The Glen to share their knowledge at strategies in the hope of the boys gaining some new tools that may benefit them when they leave The Glen. These respected members of their field of work provide one on one and group sessions (depending on which service). Through these services, we

hope the boys can reenter society with a clean slate and one less thing to worry about e.g. debts, broken relationships etc. as well as seek employment and accommodation if they wish to relocate. Doctors' appointments and checkups are also available and referrals can be issued if our boys need to seek further treatment for any ongoing issues.

Services Provided Include:

- Financial Counselling
- State Debt Recovery / Work Development Orders
- Fair Trading
- Tutoring
- Centrelink
- Employment Services
- GP
- Liver Clinic
- Relationships Australia
- Lifeline (Mind Your Mates)
- Parenting

— Culture



Cultural activities at the Glen provide an opportunity to reconnect and celebrate our culture. By re-establishing our lost connection with our culture we develop a sense of belonging and identity to our land and our heritage as well as grow deeper in touch with our spirit.

We encourage non-Indigenous boys to participate in all of our cultural activities and share in the celebration of Indigenous people by acknowledging and paying respect to aboriginal culture. We have a saying here at the glen “**drugs and alcohol don’t discriminate, either do we**” The cultural aspect at The Glen is an introduction and celebration to

our culture. The boys are encouraged to seek further knowledge by re connecting with Elders from their communities if they wish to do so. We hope that all of our non-Indigenous boys leave The Glen with a new found understanding and respect for Aboriginal culture.

Cultural Activities Include:

- Smoking Ceremonies
- Dance
- Art
- Site Visits
- Didge Classes
- Talks with Elders
- Making Artefacts

The most common question an addict/alcoholic asks themselves when they make the decision to put down the drugs/alcohol is “how am I supposed to have fun without using/drinking?” and usually have the wrong perception that life will be boring without the consumption of drugs and alcohol.

Leisure —

Leisure is heavily involved at The Glen, so the boys can have FUN, by experiencing some of the more positive things that life has to offer. It’s a way of learning to laugh again, enjoy themselves, socialize and at the same time, reconnecting and re-integrating back into society.

SPORTS & FITNESS

We participate in sporting activities at The Glen to provide us with an opportunity to step out of our comfort zone and into a new experiences. We are encouraged to learn how to communicate positively within a team environment, increase our physical health and develop a positive understanding around being active, instill some mental toughness, gain a sense of accomplishment as well as overcome any fears around playing within a team environment and most importantly we participate in all sporting activities to have some FUN.

Services Provided Include:

- Financial Counselling
- State Debt Recovery /
Work Development Orders
- Fair Trading
- Tutoring
- Centrelink
- Max Employment
- GP
- Liver Clinic
- Relationships Australia
- Lifeline (Mind Your Mates)
- PPP Parenting
- Touch footy
- Volleyball
- Swimming
- Beach
- Soccer
- Netball
- Cricket
- Tenpin Bowling
- Tennis





— Recreation

We participate in recreational activities at The Glen so the boys can have FUN, express themselves in positive ways. During the week the boys have a busy schedule to adhere to and the adjustment can be a little frustrating and overwhelming at times so it's great to take an opportunity to relax, bond with the rest of the boys, have a laugh and enjoy ourselves.

Recreational Activities Include:

- BBL Cricket
- A-league
- NRL games
- Beach trips
- Swimming Pools
- Ten Pin Bowling
- Music
- Art
- Pool
- Table Tennis

— Life Skills

‘We at The Glen have identified that putting down the drugs and alcohol is just the beginning of an addict’s/ alcoholics solutions.’

We at The Glen have identified that putting down the drugs and alcohol is just the beginning of an addict’s/alcoholics solutions. We have come to the realization that most people who have abused drugs and alcohol have little awareness and understanding around what self-care means, some of our clients have lived co dependently their whole lives, never having worked or done chores before and have always relied on someone else to cater their needs.

A program of living was designed and introduced to The Glen to provide our boys with the relevant life skills that will be beneficial throughout their recovery and the rest of their lives.



CLEAN LIVING ENVIRONMENT

Having a clean living environment is about changing the way we use to live and swapping all of our bad habits for positive ones as well as learning how to stand on our own two feet and become more independent. A day at the Glen should always start with making your bed and tidying your room. As soon as you wake it’s easy for the mind to look into the day ahead, stopping and making your bed simply brings you to the present moment and enables you to focus on

the task at hand, it represents a sense of pride in your living environment and can also be a good indication of how you are feeling or travelling in your recovery, there’s a saying “messy bed, messy head.” Having made your bed and cleaned your room you start the new day off with a sense of accomplishment knowing you have already completed a task. It is also the responsibility for each of the boys to do their own laundry.

COOKING

The Glen invites cooks to run regular coaching classes on-site. They speak about the nutritional content of foods and the value of having a healthy diet and the impact it has on your lifestyle and they also teach us how to eat healthy on a budget.

The purpose of this course is to help boost our confidence and enable us to feel competent in the kitchen and to educate us around the nutritional values of foods.

During our work period, some of our boys are allocated to the kitchen to lend a hand and learn how to work and manage in the kitchen.

Through the coaching classes and being a kitchen hand in our work period, we hope the boys pick up a few useful tips and skills in the kitchen that will benefit them once their time at The Glen comes to an end.

SHOPPING

Shopping is a life skill which is necessary in society. Outings to the local shopping center at the same weekly time allows the boys to develop structure around shopping for things they need and come to understand the importance of making time for this in our lives in order to continue doing so when they reenter society. It also allows the boys to purchase things they may need e.g. toiletries, laundry powder, clothes etc. Food & rent are automatically deducted from our accounts & with whatever money we have leftover, we are encouraged to learn how to manage it & to practice budgeting.

WORK PERIOD

Work period at The Glen creates an opportunity for the boys who don't have much experience in the work force to develop a positive attitude towards work as well as learn how to communicate in a team environment and by doing so, the Glen hopes the boys can carry that attitude and work ethic with them when it's time to step back into society. The boys are encouraged to seek employment and The Glen offers support during this process through our specialized services, transition and outreach programs.

Work period tasks include:

- Lawn Mowing
- Kitchen Hand
- Gardening
- Washing the Buses & Utes
- Clean the Gym
- Chopping Wood
- Painting
- Special Projects

CHORES

Simple household chores are done daily to build structure and develop positive habits around general cleaning and hygiene. Chores that the Glen allocate each day are simple tasks faced on a daily basis once the boys leave The Glen program and have their own accommodation. There are five groups and five lists of chores. Upon arrival at the glen you will be placed into a group and will be added to the chores roster which can be located outside the counsellors' office or in the kitchen.

Chores Include:

- Wash Up
- Tables & Floors
- Toilets
- Rec Room
- Wings

— Community



With all the gifts that we receive from our community, we see it fitting to do our part and pay it forward by extending out our hands and offering ourselves to our community. Participating within the community enables the boys to interact with people and slowly re integrate back into society as well as gain some self-respect, knowing that they contributed and give back to the community.

Community connection us an important part of healing and over the years the community has played an integral role in the progression of The Glen with their continual support. We are very grateful for the contribution of our fellow community and we do our best to give back by participating in:

- Waterways clean ups
- Talks with youth
- Local touch & sporting comps
- Running groups
- Volunteer work
- Art exhibitions
- Local BBQS

The Glen Example Routine

	MONDAY	TUESDAY
7:00 AM	Breakfast + Chores	Breakfast + Chores
7:30 AM	Medical/Healthcare	Medical/Healthcare
8:30 AM	Group Counselling	Anger Management
MORNING	Smoking Ceremony [Work Period]	Tutoring [Work Period]
	Individual Counselling	Individual Counselling
12:00 PM	Lunch + Chores	Lunch + Chores
AFTERNOON	Shopping	Gambling Counselling
	Touch Footy Oztag	Indoor Soccer Indoor Cricket Indoor Volleyball
3:00 PM	Recreation & Free Time	Recreation & Free Time
5:00 PM	Dinner + Chores	Dinner + Chores
7: PM	AA / NA Meeting	Recovery talk

WEDNESDAY	THURSDAY	FRIDAY
Breakfast + Chores	Breakfast + Chores	Breakfast + Chores
Medical/Healthcare	Medical/Healthcare	Medical/Healthcare
Parenting Group	Guest Speaker	Group counselling
Art Program [Work Period]	Community Work [Work Period]	Music Lesson Running Group
Individual Counselling	Individual Counselling	Individual Counselling
Lunch + Chores	Lunch + Chores	Lunch + Chores
On-site GP clinic On-site Centerlink	On-site Employment Services Accupuncture	Stress Management Sleep Management
Beach Volleyball	Rowing Strength & Conditioning	Swimming/Beach Ten pin bowling Tennis
Recreation & Free Time	Smoking cessation Group	Recreation & Free time
Dinner + Chores	Dinner + Chores	Dinner + Chores
In-house meeting	Cultural Activity	AA/NA Meeting

Work period includes gardening, cooking and skills building

Individual Counselling: Tax help, financial counselling, grief & trauma, psychologist, family counselling

Cultural activities include dance, music, food & art, site visits

TRANSITION PROGRAM

The Transition program gives the boys an opportunity to ease back into society by being accommodated at The Glen within a safe environment, but still able to move forward in their lives by setting goals, seeking employment, obtaining qualifications and support with any kind of counselling they may need and most importantly the boys have the possibility to really build and develop a solid foundation in the early stages of their recovery.

Progress will be monitored by the transition case manager who provides a range of supports to help with the boys needs and personal goals being met.

These supports include:

- Employment
- Financial Counselling
- Family Counseling
- Cont. Grief Counseling
- Psychologist
- Housing
- Driver's License
- Education (TAFE, short courses)

When one of the boys feel as though he has established a solid foundation in his recovery, addressed his personal issues, achieved all his set goals and feels ready to reenter society, an exit plan is developed and put into action to ensure the transition from living in a residential rehab to living back in society is as smooth as possible.



EXIT PLANNING

When we decide to leave, The Glen works hard to ensure our exit is smooth as possible. The case manager works with us to re-visit the issues we've addressed during the program, & develop an action plan to keep addressing our needs when we leave. These can be physical, social, emotional, financial or spiritual needs.

After identifying where we are locating to, the case manager will help refer us to local services that provide support. Sometimes, this means linking up with ex-Glen boys in our local area.

Exit planning also gives us the option to stay connected to The Glen through the outreach worker. If we opt in, the outreach worker will touch base with a call, invite us to social events and refer us to the right people in times of need.

The Glen Exit Plan

PERSONAL DETAILS:

NAME: EMAIL: PHONE:

WHERE ARE YOU MOVING TO? *[Address]*

PERSONAL DETAILS:

[WRITE N/A FOR ANY ISSUES THAT ARE NOT APPLICABLE]

ISSUE: DESCRIPTION: SOLUTION:

PHYSICAL *eg. Lose weight* *eg. Continue with my gym & diet*

MENTAL

SOCIAL

CULTURAL

FINANCIAL

FAMILY

EMPLOYMENT

HOUSING

LEGAL

RECOVERY

TRANSPORT

OTHER

OUTREACH:

[EXPLAIN THE OUTREACH PROGRAM]

HOW OFTEN DO YOU WANT TO BE CONTACTED?

CALLS [] SMS [] FACEBOOK [] EMAIL []

OUTREACH PROGRAM

The outreach program is an extension of the transition program which was introduced to offer the boys who leave The Glen extra support as they continue their recovery in society.



The role of the Outreach counsellor is to:

- Help establish a healthy support network
- Providing meetings lists to their local area
- Touch base regularly via phone
- Play in local sporting events
- Attend meetings
- Refer appropriate services if someone is struggling
- Get them back to The Glen if needed

By going this extra step supporting and staying connected to the boys that leave The Glen, it creates more of an opportunity for the boys to succeed in their recovery and make the most out of their new lives. All the boys that have walked through the gates of The Glen are welcome to pop in for a chat, sit in on group, participate in our sporting events and functions we attend, because there is a saying around here 'once a Glen boy, always a Glen boy'.

There is a saying around here - "Once a Glen boy, always a Glen boy"

The Glen

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