

Time To Rebuild S4 Ep 5 Saute and Rohan Take Over

[00:00:00] **Saute:** Rohan Jones

[00:00:02] **Rohan:** Saute Sappoli.

[00:00:04] **Mick:** Hey, what's going on here?

[00:00:06] **Saute:** Hey, wait a minute. Wait a minute. Hold your horses. We're gonna introduce you guys later.

[00:00:12] **Rohan:** Yeah. So we're here at Time to ReBuild. We've got two special guests today. We've got Mick Cronan and 'Marrk' or Mark Wilson.

[00:00:23] **Mick:** He's coming in straight hot! Awesome..

[00:00:26] **Mark:** He's kept the Irish accent (on 'Marrk' pronouciation)

[00:00:28] **Mick:** I can't believe this is incredible. We are laughing. Thank you, Saute, thank you Rohan for having us as your guests today on Time to ReBuild on this very, very special episode where you're turning the tables, aren't you?

[00:00:42] **Saute:** Yeah. Now, today is a very, very special episode. As you guys would've heard from the start, things have twisted up and today our cohosts are now getting interviewed.

[00:00:54] **Mick:** Ooh, are you gonna go easy on us?

[00:00:55] **Rohan:** Not at all.

[00:00:57] **Mick:** I wouldn't expect you to! This is your chance. [00:01:00] So you get one crack at this anyway, so, yeah.

[00:01:02] **Saute:** Awesome. First of all, we'll just get an introduction from both of you. We'll start off with you, me, um, and just what you do at Rebuild.

[00:01:13] **Mick:** Yeah. And so I'm the executive manager of YMCA Youth Services. And underneath that, um, my portfolio is youth justice and social enterprise. So I've been working at the Y for, oh God coming up to 14, coming

up to 14 years, be 15 years in, in June. And, um, predominantly I started as case manager walking in prisons, assessing people, getting them into jobs. And I kind of moved up from director up into manager of rebuild and bridge project and 2012.

[00:01:44] **Mick:** And I've been, um, the executive manager for since 2019. So yeah, been very lucky and been able to, you know, walk my way up and in, in, you know, do some great work. Okay. How about yourself? Mac[00:02:00]

[00:02:02] **Mark:** Are we going like that for the whole episode? Gotta go. That's cool. Okay. I can dig it. Um, yeah, no, I am the Education and Training Director at the Bridge Project, uh, alongside ReBuild. So, um, just pretty much, uh, take care of all the education programs that we run, uh, within the prison and without and outside of the prison as well. And it's great. I've been, this is my seventh year with, with the YMCA. So yeah, getting it's pretty young though, for a YMCA staff member. There's a lot of, uh, yeah, yeah. Oldies, but, um, yeah, so, why'd you look at me when you said that. Yeah. Well, And, and Mick is part of my job is I have to look after him after, uh, you know, make sure he doesn't go off the wire or anything like that.

[00:02:43] **Mick:** Does a good job at that too.

[00:02:44] **Mark:** Yeah. So, um, but yeah, no, I, uh, yeah, love it. It's great. Fun. Get to work with a lot of people work alongside them and, uh, and help 'em reach their goals, which is it's. It's great fun.

[00:02:54] **Saute:** Oh, that's awesome. Um, from when you were a young fellow, uh, where were you born [00:03:00] and, um, and raised?

[00:03:02] **Mark:** Yeah. Uh, well, I was, I'm a, I'm a Melbourne boy, uh, been here my whole life. So yeah, grew up in the Eastern suburbs.

[00:03:10] **Mick:** Obviously, um, with my accent, um, I was born in London - Uh, no I wasn't. I was born in Dublin, raised there, spent most, most of my life born and bred in the north side of Dublin. Um, and then moved to Australia about 2003. Um, and you know, reside here now, married with kids and, and, uh, and I live also on the north side. So I moved from north side in Dublin. I like the north side, so I'm a northsider. So, so, uh, yeah, I live actually quite close to Mark, um, which I can't help, but anyway.

[00:03:43] **Rohan:** Okay. So growing up, how, how did you think of, um, working with the community? Where, where did this career pathway start for you?

[00:03:53] **Mick:** Um, for me, never thought of working with the community and I mean, that, like in really honest way, I was probably [00:04:00] part more of the community, if that makes sense without going into see much code and stuff. But, uh, yeah, so I, um, Yeah. Now, you know, just growing up, I just did things like normal kids. I grew up in Dublin and, um, you know, hung out with my mates, you know, played sports, um, got up to some mischief, you know, the standard things that you would do, but in my mind, even growing up into my teenage years, always, never, not in my head that I ever think about doing any kind of work like this just wasn't in my head space.

[00:04:27] **Mick:** Um, I was, I had other things I was thinking about travel. I was thinking about, you know, moving out of Ireland and, but I also loved as well, living there and loved hanging out with my mates. And that was really important to me was like probably my friends and that kind of part of my life was the biggest thing for me growing up, you know, it wasn't always easy.

[00:04:44] **Mick:** And, you know, I think that was probably the most enjoyable thing. So I didn't give a lot of thought into what I was gonna be or, or where I was gonna end up. I live day by day, pretty much week by week and, and just kind of, I've always been that way. Jump into things probably should [00:05:00] stop and think a little bit now and again, but I just always had that kind of that's my personality.

[00:05:03] **Mick:** I just jump into things and have a go at things. And so that's why I kind of, you know, moved to Australia and that's why I ended up doing, where I am now. But when I was young, nah, wasn't on the cards.

[00:05:13] **Mark:** Mm-hmm mm-hmm yeah. So look, I've got a very similar answer, I'm the same. I had never thought of getting into working in community services or anything like that. Um, I was in, you know, in my, in my teens and into my twenties, I was working in hospitality for. A long time, you know, through nightclubs and, and, um, and that sort of stuff, but it wasn't until, yeah, I guess the reason why I got into it, I, I just, I started studying youth work and I didn't even wanna do that, to be honest with you. It was, I, I was just, I was really lost, um, through my mid twenties mm-hmm and, you know, you have conversations with people at parties and stuff, and they're like, oh, you know, what are you doing? Oh yeah, you're still working at the nightclub. Okay. Yeah.

Yeah. And I just, I just, I, I just saw people around me all felt like they were doing [00:06:00] great things.

[00:06:01] **Mark:** Um, and then a mate goes, mate, go to uni and people stop asking that question, you know, what do you wanna do? So I was like, okay. Yeah. And then, and it was a conversation with my mom that, that she goes, oh, I reckon, you know, you'd be good as a youth worker. Um, and I was kind of hesitant as well, cuz like, you know, youth work doesn't scream out like the big bucks or anything like that.

[00:06:22] **Saute:** Yeah.

[00:06:22] **Mark:** So that's just the way you think and you know, at that age, but um, yeah, I, I. Enjoyed it the first year, second year started to really get a, like a passion for it. And then third year I was all about it. Just wanted to get out there and, um, and get in.

[00:06:38] **Mick:** Don't know if anyone knows really what they like, you know, I think people listen even yourselves, you know, I don't know if anyone kind of has a handle on exactly what they want do and that much pressure on that isn't that, you know, interest like, you know, that's that's for me, like I, as I say, you say you were lost in your twenties, but I was, I wish it was hard to find like, that's how I would probably say for me, like, I was just off [00:07:00] doing things and that, but you don't kind of really, I don't know. You fall into things. I fell into this line of work. It was not, was not something I was looking for.

[00:07:07] **Saute:** Yeah. Um, in saying that obviously when you fell into this kind of line of work, is there a certain stage where it finally hit you, where you are like, you know, I'm here for a reason, this is what I want to do. Like, is there a certain story or a certain, uh, time in your life where, you know, you just found that it's the perfect place for you?

[00:07:31] **Saute:** Yeah, it's a great question.

[00:07:34] **Mark:** Really good question.

[00:07:34] **Mick:** It's a great question. Um, I suppose when I came to Australia, I didn't ever envision walking in a field with young people, you know, disadvantaged or in criminal.

[00:07:46] **Mick:** I never, never did. Um, and I kind of went for other jobs and couldn't get jobs in retail and so forth. And maybe it was probably my Irish

accent. He probably thought I was a backpacker, and I was gonna leave in six months, but I couldn't get any interviews. And, and my brother had [00:08:00] worked in, um, he'd worked into similar fields and, and, uh, he got me, he asked me, would I wanna walk at like, um, drug and alcohol, um, residential unit.

[00:08:10] **Mick:** And that was with, um, Voiceas is the name. And I was like, oh, I dunno if I wanna do that. You know what I mean? Like I was really torn cuz I didn't think - like what can I give? That's why your question's so good. Um, so then I went and started doing this work and then I realized, um, pretty quickly that I wasn't there to fix a problem. Cause I always had this thing, like, how am I gonna talk to someone who's, you know, detoxing off, you know, heroin or ice or in like, you know, you work with people in really bad positions, you know? Um, and what am I gonna give them? But what I knew was I had, um, I, I was able to listen. I was able to chat, and I was able to give options, but I didn't have to give answers.

[00:08:48] **Mick:** I think that's when I kind of realized, cuz I saw people around me who were trying to give answers. And they were giving answers based on what they felt was right for that young person. And I didn't feel that was right, because I didn't think they, they had their own [00:09:00] experiences and this sort of person was different.

[00:09:01] **Mick:** So what I, I found I could do was give maybe options, like, have you tired of this? What would happen if you did this? Tell me about this. So then I kind of realized after a while that I was not too bad at that, and people would come and talk to me. And I remember walking in the unit, like I used to talk to a lot.

[00:09:16] **Mick:** I used to be always, I'm very curious person. So I just love hearing people's stories. And I I'm very, I think what I realized was nothing shocked me and it still doesn't. And I dunno if that's a good or bad thing. I, I'm not cold in any way, but I can see and take a lot. So, you know, if you talk to me and tell me something, I'm not gonna sit down and go, oh my God, I'll judge you or whatever.

[00:09:37] **Mick:** I can go 'tell me more'. You know what I mean? I'm really interested in that. So that's when I kind of realized in that space, I was good doing the work I'm doing now. Um, working in (YMCA) ReBuild, I left that walk because I wanted to do more sustainable. That was like, you know, working with people for two weeks while they were detoxing. Loved it, but you'd see the same faces coming through the door. So I kind of really wanted to make a longer impression. So I [00:10:00] actually turned down the job when I

was offered (YMCA) Bridge project. This is a fun fact for you Mark. I turned down the job three times when it was, when it was brand new. Cause I was, it was two days a week casual. I wanted to do other stuff. And I was like, ah, I don't know if I wanna do it. Um, and then I just decided one day I'll do it. And um, had an interview, got the job and then never look back. But I think one of the, when you do this job, you kind of know then that it's made for you when you just see them little hidden successes.

[00:10:28] **Mick:** You know, you two are the reason why I do this job.

[00:10:31] **Saute:** Yeah.

[00:10:32] **Mick:** You know, your speech at the breakfast is a reason why I do this job. That's really now you're doing stuff right. Do you know what I mean? You looking after ReBuild over Christmas, running the show, that's when you know that you're doing something right.

[00:10:43] **Mick:** Do you know what I mean? And I'm only one part of a chain, but I kind of now know that this is a field where I have a - where my skill sets - which when I was younger, I didn't know were good, or what they could do, were actually good to this. So I've been able to talk, been able to engage with people, been able to like, [00:11:00] listen and not be shocked. There were good skill sets that I didn't know I had that led to this.

[00:11:04] **Saute:** Mm-hmm mm-hmm mm-hmm

[00:11:07] **Mark:** Yeah. I, I like looking back and reflecting. I think, you know, when I did my placement, uh, for my, my degree, I was out in, um, Vincent Care and, uh, out in Glenroy. Uh, and just, I was shadowing another CA a case manager that worked out there. And, um, I remember we, we went to this, this, um, client's house and we just sat on the couch and had a conversation. And she was saying how much this case manager helped her out, you know, through hard times and just, it was just a general, general chat. Um, and yeah, and just reflecting on that, I remember being in the car with her going, oh, you've done so much for this person.

[00:11:45] **Mark:** And she was, she was very humble about it. And she's like, no, it's just, it's just the job. You know, like, this is, this is what it's about. It's about, you know, being there for people when they need it. And, um, and that, I remember, like, I wasn't too sure. Like even even coming up to the, [00:12:00] um, yeah, the end of that placement.

[00:12:02] **Mark:** But after having that kind of interaction there, I was like, oh no, this is good. This is really good. You know? And I think, um, I think like little, little experiences kind of cement that, you know yeah. Like Rowan, I remember like when you were, when you're in the course, um, inside the prison, you know, that was how many years ago now that's the course about a good 2, 2, 3 years now, two, three years ago.

[00:12:26] **Mark:** Um, and the best thing about it is, you know, I get to, um, yeah, have that long term working, like working with you, you know, get to see how far you've come and everything. And I think that's, that's really important to me. And like, you know, whether I'm here in 10 years or not, like I want that in any job.

[00:12:43] **Rohan:** Yeah. Going through, um, what you, you guys said, I could see that there's a lot of empathy in your hearts, like a lot. And so from what I gather, and I say, so for myself as well, um, you find [00:13:00] fulfillment when it comes to seeing other people achieve and you are a part of that chain. Yeah to complete that. And, um, it's amazing to see, like someone you've seen in the past have come all this way to, to where they, uh, their standards are or to the very top.

[00:13:19] **Rohan:** And then, uh, just, it gives you just that amazing fulfillment that this guy, this person here that used to be, um, not so great back then or something. And then they moved on and they tried, kept trying and trying, and finally made it to the level that they're satisfied with or that even a band beyond that.

[00:13:38] **Mick:** Yeah.

[00:13:38] **Rohan:** That's really amazing.

[00:13:40] **Mick:** No, thanks. It's correct. It's so correct. It's what keeps you going? Like just don't get me wrong. There's good. And bad days. Isn't this yeah, I've been through a lot of bad days and good days, but you just gotta know why you're here, and why you do the work that you do. And just as you say, yeah, there's the little things, you know, the little things that you get to see in people.

[00:13:59] **Mick:** Um, and you know what I, [00:14:00] I always love, I, I think I've always liked, I've always liked the under dog, always been that person. Okay. I always like the underdog. I always like to see someone. I love stories of that. I love seeing people battling through adversity to, to make it or to, and

making it doesn't mean you're rich or making it doesn't mean that you're like, it's making it to what level they that's that's their life is, you know what they want it to be.

[00:14:22] **Rohan:** Yeah.

[00:14:22] **Mick:** Do you know what I mean? There's people think, oh, you have to make it. You have to make a million books. You have to do whatever. That's great. But just making it can be as simple as just having a job, you know, not returning to prison, buying a house, buying a car, a motorbike, whatever it is. Do you know what I mean? Them little things. I just love the passion then when I see people talking about that, they're the little things that kind of keep you going to see people proving themselves wrong as well as everyone else around them and succeeding.

[00:14:47] **Rohan:** Yeah. So it's sort of like giving opportunities to people to find their greatest potential.

[00:14:54] **Mick:** That's it? That's all we do.

[00:14:55] **Mark:** Yeah. And it comes down like we're not. We're not changing people, [00:15:00] we're changing the environment.

[00:15:01] **Rohan:** Mm yeah.

[00:15:02] **Mark:** So, and that's, that's a big difference, cuz if you go in there and trying to change someone, they're not gonna listen to, it's not gonna happen. It's not gonna happen. Yeah.

[00:15:10] **Mark:** Yeah. But if you change the environment, you know, to take (YMCA) ReBuild, you know, you come in here, you've got positive people, you've got opportunity and you just see people flourish that way. Mm. And that's really important in this industry to understand.

[00:15:22] **Rohan:** Mm mm that's right.

[00:15:24] **Saute:** Obviously you guys have been on the other side of, um, you haven't been to prison with you, you know, being incarcerated, but you have been inside there helping along other guys. Uh, just one of my questions - feel free to share the story, but - What are the hardships in life that you can relate to? Like these guys being, you know, locked up inside prison, coming out where you have faced and you sort of see the similar situation that you were put in?

Um, Like what kept you going? And also feel free to [00:16:00] share, like, what were your methods on, uh, you know, coming out of that kind of situation?

[00:16:07] **Mark:** Mm, yeah. Great question. Um, so the first part of the question being? Sorry, I'll just it was kind of a lot.

[00:16:16] **Saute:** The first part of the question is like, um, so what's the hardest relate.

[00:16:20] **Mark:** Oh, the hardest thing being going through and then relating?

[00:16:22] **Saute:** Yeah relating it to like some of the young people, like you can see yourself in, you know?

[00:16:27] **Mark:** Yeah. Um, I, I, I look at this, I, you know, going in there and working with some of the young guys, I know yeah. When I said it, like at the beginning, but I felt like quite lost like through the teenage years and, uh, and even creeping into my twenties. And I didn't really, I guess I didn't really understand myself.

[00:16:46] **Mark:** Um, and I was always, I guess, trying to please other people, um, and yeah, I never, I never, I never really thought much myself. And that sounds, sounds quite depressing actually saying out loud, but no, it's [00:17:00] um, it's more, it's it's I just, I just needed time to figure out who I was. Um, and I see that every day, you know, every day you walk in there, you see a lot of guys that, that dunno who they are yet.

[00:17:12] **Mark:** Yeah. And that is probably some of the reason why they're in there. Um, you know, whether they're trying to impress, they were trying to impress someone or keep up with, with the crew that they were rolling with or something like that. And I think, um, what I like try and do is yeah, try and like get them to see the good in themselves and the potential in themselves.

[00:17:32] **Mark:** Um, you know, I, I went traveling at a really young, you know, I was 22 and I went off by myself for six months. Um, and I felt that, that, you know, I was meeting people and, and, you know, seeing different parts of the world and stuff like that. And. I didn't have to be anyone, you know, like, you know, you'd go to a new town or a new city and then you'd, you know, meet new people.

[00:17:59] **Mark:** And I [00:18:00] started off and I was lying to people saying that I was this and that. And you know, my dad invented the post-it note. That's

why I like just traveling and stuff like that. But it got to a point where I was like, oh, I was just being myself. People were still listening.

[00:18:13] **Mark:** Mm.

[00:18:14] **Mark:** And then I found, I like found a lot of comfort in being myself.

[00:18:18] **Mark:** Um, and that was a big change for me. And I'm so glad I, I had the opportunity to have that change. And I just look at some of the young guys that we work with and they haven't had, you know, they haven't had the right environment or, you know, the opportunity to really love themselves. Yeah. It's always about someone else.

[00:18:36] **Mark:** A lot of the time.

[00:18:37] **Saute:** Yeah.

[00:18:37] **Mark:** Uh, and it's always about, yeah. Covering something up that they don't like about themselves.

[00:18:43] **Rohan:** Yeah. Um, I definitely a hundred percent agree with you. Yeah. It's, it's only, I guess you can, I could say this for quite a lot of us, but it's only, it's only human nature that we require ourselves to fit in with other people.

[00:18:57] **Rohan:** And what I learned, [00:19:00] uh, for myself, uh, while I was inside is that, uh, you can't let other people see you for who you are. You gotta, uh, see yourself for who you are. Yeah. And that's where the pathway you, you went through, um, Mac.

[00:19:14] **Mark:** Yeah.

[00:19:14] **Rohan:** With that, like, um, you were more focused, um, because you were too focused on how people thought of you.

[00:19:20] **Mark:** Yeah.

[00:19:21] **Rohan:** You never thought about yourself entire enough. And when you came out with it, the fact that, um, you're trying to be yourself, you're very well accepted as well. Cause we're all born in this world and we're all unique in our own ways. Right?

[00:19:34] **Mark:** Mm, absolutely.

[00:19:35] **Mick:** Yeah. Yeah. Look, I suppose, you know, I grew up, um, No angel, do you know what I mean in, in life?

[00:19:45] **Mick:** And, and, um, but also I was also, you know, I consider myself to be, you know, have good morals and good, you know, ethics about how to do things and see things right and wrong. But, you know, I like everyone [00:20:00] else, you know, I was at times a bit lost and not like I was spent a lot of my time, I suppose, when I was in, like, if I relate to people that are in prison hard for me, cuz like, obviously I've never, I've never been to prison.

[00:20:12] **Mick:** I've seen the inside of a lot of police stations, but I've never been to prison. So, um, but you know, um, I lived times in my life, where on the outside looking at you, I would've been, I've always been this kind of fun, loving energy, um, slightly mad at times person, you know, in a good way, you know, like I always just, I see life and, and I just try and have as much fun with it as I can.

[00:20:39] **Mick:** And people probably see me as that way. Not that I'm not serious at times, but, um, I just find it nice and easy to just, I just love having a laugh. I love lightening things up, even in the darkest moments, but there's been moments like I I've I'll, you know, grew, I grew up surrounded by probably marinated as I used to say, um, or surrounded by addiction, you know, um, around my [00:21:00] life.

[00:21:00] **Mick:** So, um, that caused me some, some issues, I suppose, more mentally, um, that people probably don't ever really seen or never even know. And I'll, I'll talk frankly here. Um, but people close to me would probably know a bit, um, others might not have ever thought, but, um, or probably saw, but then, you know, I come up, I grew up in an, in an, in a time where you just got on with it.

[00:21:26] **Saute:** Mm.

[00:21:27] **Mick:** Do you know what I mean? I was just getting on with it kind of character, you know what I mean? So even though there was things there, they cut up with me once or twice in life. And I had some kind of scarier moments once with that, but I was always able to, to maneuver my way through them. Um, I spoke about my friends and I spoke about that.

[00:21:42] **Mick:** Um, that was probably the biggest thing I had in my life when I was younger was my friends. Um, and I spent a lot of time with friends and, you know, people would say like family came back to see me. There was a joke, like, where's Mick, you know, like, well, if you can find him, if you find his friends, you'll find him, you know, cause for me it was like school.

[00:21:58] **Mick:** Yeah. I was alright at [00:22:00] that and got through it. Um, but never interested me study after that. Never interested me, um, being out with my friends and having fun, that was my safe place.

[00:22:10] **Saute:** Yeah.

[00:22:10] **Mick:** That was my good place. Do you know? And, um, that's where I kind of learned more about myself. That's where I kind of got my personality and then through my twenties and through whatever, I, you know, I had good people around me and had just had a lot of fun, but I think where I can empathize or where I can, you know, where I work and do this work is because, yeah, I understand that, you know, some young people in prison or whatever, come from backgrounds, that mightn't be great, but it's not their fault.

[00:22:36] **Mick:** Sometimes, you know, there, you can be a circumstance of what your environment is, and it's not that easy, but you know, if you have the right people around you, you can change your life. I was no nowhere near where you guys have had to come through and have to face. Let me make that really clear. Um, but I think that I am able to kind of [00:23:00] relate and in some ways, you know, be able to give good advice or be able to see solutions.

[00:23:07] **Mick:** Is what I do. I just create, try and create solutions to the, to the, through the business, through new leads in the business, through new arms of the business, through innovation and all that. So I think that I've got something to give. Um, and I think that I can, you know, help people, but I also don't judge people.

[00:23:24] **Mick:** I've learned that a long time ago, you know, I've some of the most greatest people I've met, you know, some people might never talk to on first glance or, you know, and just, it's not always what you're seeing.

[00:23:36] **Saute:** Yeah, definitely.

[00:23:36] **Mick:** You know, so, and I've learned that so much over the last few years from talking to people just when you hear their story, I learned it today.

[00:23:42] **Mick:** I was only talking to someone just now

[00:23:44] **Saute:** mm-hmm

[00:23:44] **Mick:** When you, your working colleagues spent 20 minutes talking to, I probably could have talked to him for two hours.

[00:23:49] **Saute:** Yeah. Right.

[00:23:50] **Mick:** Fascinating learning of that person. Yeah. Fascinating. You know, just what he was telling me. I was so removed from it in life. I would never experience what he was telling me and I [00:24:00] just found incredible, um, that, so.

[00:24:03] **Mick:** That's I think, you know, if you can listen to people and give them time and give them space, you know, they'll hopefully respond to you and to everything you're trying to achieve.

[00:24:12] **Saute:** Um, that's, that's awesome. Just with, um, obviously in inside your workspace, did it ever get stressful too much for you at, at, at this work that you thought you just couldn't do it?

[00:24:27] **Mick:** I've had lots of moments, um, in this, in this realm, I probably still will. Um, because of the line of work I do. It's not that you can't do it. It's maybe you just got too much barriers, you know? So I always felt, I was always comfortable talking to people. So going into prisons or your detention, that was fine interviewing young people.

[00:24:53] **Mick:** Fine. As I got let, as I walk now, I do have moments because when you take on [00:25:00] responsibility of, of. The business and the, and you know, success of the business, like it lands with, it has to land somewhere. It stops somewhere. And for a long time, that's me, it stops with me. You know what I mean? I've got, had to drive this business.

[00:25:14] **Mick:** I've got to, you know, I've always had to like, not on my own, don't get me wrong. I'm not standing on my own. But I've, you know, the one has to stand up and, and if things are going wrong, explain what they're going wrong and try and make them right. So I have nights where I'll wake up in the middle of the night and go, oh my God, like, where are we going?

[00:25:32] **Mick:** What are we doing? You know, can I make this work? You know, I've had some really challenging times in the business where it's hard we

might go on on our day. This is before your time. So you're okay. Your job is safe. Yeah. You know, um, but you know, I've had times where I've just really been at the bottom thinking, hell the hell, do you get outta this?

[00:25:53] **Mick:** How do I get this out? And not because of what it's for me, it's because you just have this, I'm gonna let everyone down.

[00:25:58] **Saute:** Yeah

[00:25:59] **Mick:** That I've got that many [00:26:00] people relying on you to keep this business going. Like that's massive sometimes. And I talk to some people about it. People mightn't get that, but like, and that's my, that's my choice.

[00:26:09] **Saute:** Yeah, yeah, yeah.

[00:26:10] **Mick:** Let's make that clear. That's my choice and what I do and what I job. So I don't need sympathy for anything like that.

[00:26:14] **Saute:** No

[00:26:15] **Mick:** That's just the reality of what it is.

[00:26:16] **Saute:** Yeah.

[00:26:16] **Mick:** I choose to do that. That's what I can handle. That that's what I've realized in myself. I can handle that. I can take that stress.

[00:26:22] **Mick:** I can take that pressure. Does it have an effect? Yes, it does. Sometimes. How do I get out of it? Um, I've got family, you know, you do exercise and I also do a lot of trying to tell myself that it's gonna be all right.

[00:26:33] **Saute:** Yeah.

[00:26:34] **Mick:** I've backed. My one thing I do is I've always backed myself in to get it done. Now you can be overwhelmed and go, how am I gonna get through this way?

[00:26:43] **Mick:** I go, I do, I take little, little pieces at a time. And I kind of tell myself, well, in two weeks time, this will be all right, cuz it has to be, I've gotta make it work in two weeks time. We've gotta do this event. We've gotta get this

contract. We've gotta do that. You know? And you do. So I have a good
[00:27:00] reign of confidence in what I do, but doesn't mean I'm not human
and I don't get nervous about it, or I don't have sleepless nights about it.

[00:27:05] **Saute:** Mm-hmm

[00:27:06] **Mick:** um, because I just want to keep growing, rebuild. I want to
keep doing new things and I want to, you know, I want to create a bigger
platform for all young people to do stuff. So that can weigh heavy on you.

[00:27:17] **Saute:** Yeah. It's not just you like you choosing to do that, especially
when you get into this line of work.

[00:27:23] **Saute:** It's that like, everyone does it, like, I mean, I do it at work
too. Like if there's something that stuff's up, you know, I could just walk away
and be like, ah, the boss would deal with it, but it's letting the fact, you know,
letting all the bosses down and I choose to go outta my way, even if it takes that
extra hour, you know, and I find that you only find it sort of in this kind of line
of work, you know, because, uh, you gotta have a really big heart, you know,
and

[00:27:55] **Mick:** yeah.

[00:27:56] **Saute:** Um, You do choose to do it. And we don't ask for [00:28:00]
sympathy, but it's just one of those things that you sort of feel like it's your
moral obligation.

[00:28:07] **Mick:** That's right.

[00:28:07] **Saute:** You know, because it sit, it doesn't sit right in your moral
compass just to let it all go and let it go down. You to used to, you know, things
going the right way.

[00:28:18] **Mick:** It's a good point. And I remember people, sometimes I used to
always answer this really quickly. I didn't answer quickly today, but people
would ask you, what do you do this work? And I'd go. Cause I can.

[00:28:26] **Saute:** Yeah.

[00:28:27] **Mick:** What do you mean you can. I'm built for it.

[00:28:29] **Saute:** Yeah.

[00:28:30] **Mick:** You can not everyone's built for it. Trust me. I'm not built to go out and do landscaping.

[00:28:35] **Mick:** You know what I mean? I'm not built to do lots of things. I could tell you that I'm not a handyman, the worst handyman in the world. Eh, you know what I mean? So, um, you know, I'm the worst tradesman in the world. I'm the worst. Like I'm not built for that. I'm built for this.

[00:28:49] **Saute:** Yeah.

[00:28:50] **Mick:** You know, I can do it. So, um, so I feel it's my, if I'm given something to do, like if I've given this something that I didn't know I had until I learn, and I remember like I learned, I [00:29:00] started this work when I was in my thirties.

[00:29:02] **Mick:** Do you know what I mean? Like, I, I forget that what you need to be and how you need to know where you get to be. I stumbled into this and then learned from within it that I had the capabilities of being something that I didn't know. It could be. Yeah. That was amazing.

[00:29:17] **Saute:** Yeah.

[00:29:18] **Mick:** So I have to remind myself of that sometimes, you know, that, that, that where I came from and where I got to here, and that, you know, you just have to find what your skillset suit mm.

[00:29:27] **Mick:** And sometimes trial and error. So, you know, but I, I do the work cause I believe I've been, I'm built for it.

[00:29:33] **Saute:** Yeah. Mm.

[00:29:36] **Mark:** Um, what was the question?

[00:29:39] **Mick:** why do you work with Mick Cronan?

[00:29:40] **Mark:** Why? I actually dunno that, uh, yeah.

[00:29:43] **Mick:** Cause he's built for it. He's built for

[00:29:44] **Saute:** no, the, it is just dealing with your, you know, the stress, like, has there ever been a moment where you just thought you, maybe you weren't built for it, but

[00:29:52] **Mark:** Yeah. No, absolutely. Like, I mean, we used to run our education program statewide, so that had us going, you know, all the way up to Mildura. [00:30:00] Um, and then all the way over the other side, Bairnsdale, and

[00:30:04] **Rohan:** I remember you telling me that while you're inside visiting and teaching us.

[00:30:08] **Mark:** Yeah.

[00:30:08] **Rohan:** Like I'm, I'm not just here at Raven hall, but I'm also here in Mildura.

[00:30:12] **Mark:** Yeah.

[00:30:12] **Rohan:** All sorts of places.

[00:30:14] **Mark:** So like. and that was hard. You know, there was like the longest streak was 16 weeks straight on the road.

[00:30:22] **Saute:** Wow.

[00:30:22] **Mark:** Like, I know some people do that for a living, but I tell you what, I'm not built for. He's 16 weeks straight on the road.

[00:30:28] **Mick:** I was making you do it.

[00:30:29] **Mark:** And, and that was the same laugh he was doing every time he sent me away.

[00:30:34] **Mark:** How far let's send 'em to the border?

[00:30:36] **Saute:** Yeah, yeah, yeah.

[00:30:37] **Mick:** Is that new south Wales tech? Is it still Victoria?

[00:30:42] **Mark:** so, and like, you know, I've got a partner and that was, that was really tough, you know, only get getting to see her, you know, um, on the weekends. Um, but then yeah, like, you know, things change and, and so does the job and everything like that.

[00:30:56] **Mark:** And, and I kind of looked at the bigger picture as well. Yeah. Um, [00:31:00] doing that, you know, like it wasn't forever. Um, and I, I knew that, um, like we were doing really good work out there as well. Um, going into some country towns that, that wouldn't get a course, like if you were on a corrections order, like there wouldn't be a course like ours, um, for you to do, you know, which then lowers the opportunity for some of the, some of the like men and women that were, that were, um, helping out there.

[00:31:26] **Mark:** Um, and yeah, I guess like how I deal with stress now is like, I just, I think routine's really important. Um, and you know, and the funny thing is I tell that to someone that's, you know, been to prison and nothing but routine.

[00:31:40] **Saute:** Yeah.

[00:31:41] **Mark:** And they're like you idiot, but, but, and then like, it raises a conversation I'm like, well think about it.

[00:31:49] **Mark:** Like, um, for a lot of guys, things start to like happen for them. Like, you know, get a clearer head and everything like that when they, when they go into prison and they've got the routine and they [00:32:00] understand what's happening next and everything. And then like the day they get out, they drop all that routine.

[00:32:05] **Mark:** Yeah. And then like, it all falls apart for, well, for 43% of the population in Victoria, cuz they'll be back in, within, you know, within two years is, is the stat. And uh, if you take it to Australia, that's 54% of people that go to prison like will return within two years. Um, so I talk about routine. I'm like, you know, and that's the best thing about Rebuild as well because you know, you're working for us in there before you get out and then it doesn't change.

[00:32:35] **Mark:** You're still like you, you still have that routine. Like now I think it's only like you only get a couple of days off and then you're back into working Rebuild commercials. So. I think, um, I think that's really important and like that's very important to me is keeping routine.

[00:32:49] **Rohan:** I completely agree with you. Um, when I first, uh, got released outta jail, um, everything was very, very overwhelming, especially how fast things were going as well. Um, as soon as [00:33:00] I, um, exited the, the prison grounds, um, got into a car, my family picked me up and then what happened was, uh, we drove home straight away. And I just noticed that how the car, how fast the cars were, um, being inside the vehicle as well.

[00:33:16] **Rohan:** Everything seemed to be like, uh, like instead of going a hundred kilometers or something, it feels like you're going 200 or, or so, so, um, I get what you mean. And the only way I could feel safe again, or felt like as if I was doing something for, uh, for a while, was to have that routine and maintain that routine. So while I was, um, incarcerated, um, my routine was, um, have your breakfast. It was, um, oats with milk with berries and peanut butter. Yeah. So that would be like my protein kind of oat oatmeal. And then after that, I'd go to the gym and then that would be my, um, morning routine. And then, um, I, I put that into my life [00:34:00] when I got outside and I found that it was actually a lot easier to adjust to society when I was, um, still having my same routine, even, even eating the same type of food as well.

[00:34:11] **Rohan:** Like there was McDonald's KFC and all sorts of food out there, but I never got into them because it felt better if I was eating my oats in the morning.

[00:34:20] **Mark:** Yeah.

[00:34:20] **Rohan:** Rather than go, going to get, um, McMuffin from McDonald's or something like that. Yeah. So it's, it's, it's true. What you're saying is, um, having a routine is, uh, a good way to feel, um, to relieve the stress, to feel like you're in a safe, safe place. Yeah. Yeah.

[00:34:37] **Mark:** Yeah and, and knowing what, like, you know, what's coming next is, is really important to some people, you know...

[00:34:43] **Rohan:** The, the unexpected is by far the worst outcome for us,

[00:34:47] **Mark:** And I tell you, like doing this job, the one phrase is, you know, take every day as it comes. I'm like, well, no, like plan that day.

[00:34:57] **Saute:** Yeah. Yeah, no, I, I wish I [00:35:00] was straight into routine when I got released, but no,

[00:35:03] **Mick:** Were you straight into KFC?

[00:35:04] **Saute:** I was KFC. I was like, mate, you don't get this inside on eating just in case they steal your old, just in case they did a U-turn like, wait, mate, he's got one more week to do

[00:35:18] **Rohan:** We stuffed the paperwork up.

[00:35:19] **Saute:** Yeah. Nah. Um, but I do think it's really important routine. I mean, I like Rohan said, um, you know, routine and you said routine, it is important because when I got out, I think that's what stuffed me up. Like I got out very fit. I had, um, dreams and things I wanted to do, but obviously, you know, the predicament I was in no excuse, but it made it a bit harder, but yeah.

[00:35:47] **Saute:** Um, made it just that tad bit harder. And I reckon if I stayed in routine, who knows, but I'm glad I didn't because I wouldn't have ended up here.

[00:35:58] **Mick:** Mm, there you go.

[00:35:58] **Saute:** Right. Wouldn't be on this mic right now [00:36:00] interviewing two great men.

[00:36:01] **Mick:** Yeah. You wouldn't be a podcaster eh.

[00:36:04] **Saute:** Yeah. what has it been like working at Rebuild or Bridge, or even inside the Y with the youth services?

[00:36:14] **Saute:** What's it been like? Um, in all your moments, your saddest moments, your happiest moments, give us the roller coaster.

[00:36:22] **Rohan:** Yeah. Mark. Yeah. You'll start off.

[00:36:24] **Mark:** Yeah, I'll start off. Yeah. Um, yeah, it's been great. I think I'm a massive fan of social enterprises and, and like, to be honest with you, I didn't know what a social enterprise was before starting this job.

[00:36:34] **Mark:** Um, same and like, I see myself, like, I don't, I don't see myself not working for one, you know? Um, but, uh, yeah, and there's been some really, really good times. We've, we've spoken about like some tough times, but I think like one, one comes to mind we're up, up in Bairnsdale, uh, and had a group of guys up there and oh, really challenging.

[00:36:58] **Mark:** Like they were [00:37:00] full from day one. We had 12 guys, all like testing me and the other facilitator up there. And then by the end of it, we had, you know, eight days with them, uh, over, over four weeks. And I think, um, it was really good. Like we all clicked really well. And I think the, the best part of that. Of that time up there was, you know, there was, there was a young guy, he was 27, um, and never worked before, um, which is quite problematic when you never had a job at and you, and you're 27. And he had three kids and had some like confidence issues and stuff like that. And we just worked with him, um, and spoke about, you know, he, he had actually a job interview while in the course, I'm like, Hey, alright, sweet. Let's uh, let's get you ready for it. So we did a lot of interview prep, um, and that, and then got him to go down. Had I dropped him off, had the job interview come back the next day. And he's like, oh yeah, no, they, like, they told me straight after that, I didn't get it. [00:38:00] And like, and that was shattering. And I'm like, oh, you know what we're gonna do. We're gonna go back. We're gonna ask why okay. That information is so important to you.

[00:38:08] **Mark:** And so many people, when they get knocked back for jobs, they never, they never ask why. Uh, and that information's only important to you. You know, because it might be one thing that you're doing, that's stopping you from getting a job. So took him back down again and I dropped him off and then saw him the next day.

[00:38:23] **Mark:** And then he's like, oh, he, he, he called me this morning and he was like, so blown away that like I had the initiative to go down there and, um, and asked that he's given me the job. And I'm like, that is awesome. You know, like

[00:38:36] **Saute:** That's mad.

[00:38:37] **Mark:** And like, that was, I was, that was a. You know, that was good because it was tough being away from my family and everything like that. But then when you get those little, little nuggets of gold, you know, like that, like it makes it worthwhile. And, um, yeah, I like, I haven't spoken to em since, but that's the nature of the beast, you know, with, with community services. And I think that's a good thing in a way, you know, like yeah. If you [00:39:00] haven't, if you haven't heard from someone, but, um,

[00:39:05] **Mark:** Shout out to Bairnsdale,

[00:39:07] **Mick:** It's pretty cool. Yeah. Shout out, shout out to bands there. Pretty cool. I love the way you just like, you're dropping over what what's in Bairnsdale what about this?

[00:39:11] **Saute:** Yeah, so that's near Sale yeah.

[00:39:13] **Mark:** Yeah, yeah. Pass there. So, yeah, and that, like, that's always stood out. That's always stood out to me and especially like working with guys that, you know, you think that they don't like care for you or anything, do all the work that you put in and stuff like that, that it kind of goes over it. Like that's those sort of, yeah. You keep pushing. Yeah. And you keep, and you keep working when you have those sorts of, um, you know, we have those experiences.

[00:39:38] **Mick:** Yeah, I look at it's, it's hard to, it's hard for me to pinpoint, like, there's been so many of amazing things that have happened and there's been so many lows. I think when your questions like the lows, I think I spoke to you about it earlier. I kind of forced to go over the business. It was really bad, like within nine months and, um, you know, I didn't know what it would actually survive.

[00:39:59] **Mick:** So that was one of [00:40:00] my biggest lows because I was quite new into the role of management. And, you know, at that time I probably told, oh yeah, you know, I can do this. Like I was doing lots of the work for Bridge anyway, in work, I had all the connections with the employers. I was doing all that, but what I didn't, um, count on was my skills as a manager, you know, I could, I could probably lead, um, which is different, I believe leadership management.

[00:40:24] **Mick:** Um, and I could probably, you know, at all other kind of, you know, good things I could do, but like actual the basics of management, wasn't kind of, wasn't sharp. And I, I was. What I talk about again earlier, like I was pretty confident, like I'm pretty confident and have a crack at something, you know what I mean?

[00:40:39] **Mick:** I've done lots of things. Just like I'll did that. Do you know what I mean? And I'll do it. Um, so with manager, I thought I'll do it. I'll get it done. You know? Um, and about nine months in, it was coming close to, you know, there was some things that I, you know, happened and some were in my, in my control, some were not in my control, but it nearly led to the end of the, the project.

[00:40:59] **Mick:** And, and [00:41:00] so I had about three days there and I always remembered this. So three days where we had a bigger event of Bridge breakfast back then, and it was my first year doing the event. And I was trying to change the way it was gonna look and, and feel that its outcomes. And that was nearly, nearly canceled two days beforehand.

[00:41:18] **Mick:** And he nearly stopped it and then nearly were gonna, people don't know this. It was like really close with Bridge and Rebuild have been stopped on my watch. Nine months into being a manager. So imagine that as a career killer, you know what I mean? So, so that was always facing. So I think for three days, and I always remember this time, I remember for three days, I barely ate, and I barely slept, you know, and I just was my forced kind of introduction into like really hard, stressful pressure, doubt, anxiety, where it was all there.

[00:41:50] **Mick:** I was just, yeah, swimming in it. And I remember being in a and I had to go and do meetings. And I remember being at this meeting in this firm, in the city and I was coming down in the elevator and I had a [00:42:00] mirror in the elevator and I looked in the mirror. It was the day before the breakfast. I looked at myself and went, you look like you're gonna die.

[00:42:09] **Mick:** Like you look like I could not have looked worse in my life. Like I was just looked terrible, like, and I just looked at myself and said, what are you doing? So from their moments, you know, um, what I do know about myself as like, I go, okay, you can, I can let this defeat me or I can fight. So I, I chose that day after going in the elevator.

[00:42:33] **Mick:** I'm going, I'm gonna fight. Yeah. So I'm gonna, this is not gonna be my defining moment. So, um, so yeah, so, you know, led to just get you every day as it comes back at that stage. I always living that way. Uh, and then just got true to the, the event. Then I started to put plans in action for, for, for, for Bridge, Rebuild, um, on how we could make 'em better and how we could do 'em different and had to sell that to a lot of people, um, who had to actually back me because I was a bit, there was a bit of [00:43:00] a question mark on me.

[00:43:01] **Mick:** Yeah, yeah.

[00:43:01] **Mick:** First I had a question mark on me and, and I was okay. That question mark was good for me. So I was able to then go, okay, I'll I'll show me. And then I'll cuz I need to show myself I could do it. And then I'll show you.

Yeah. And then by doing that, I can show everyone. Um, so that was probably one of the worst moments.

[00:43:18] **Mick:** And then one of my proudest moments was being able to turn that around to then deliver events that, you know, at 400 people that were raising X amount of money, but then also get the business to, to, to where it is today and start to turn it around really, really quickly. Um, so that was probably that, but then you had little, little smidgens of moments.

[00:43:36] **Mick:** I just, you know, um, you know, things I spoke with earlier - your speech at the breakfast. That was a moment. Yeah. And it was, I'm not just saying it, cuz you're here. That was a moment you, I mean, I stood there, like sat there with four hundred people in a room, nearly everyone crying, standing ovation, and you just hit it.

[00:43:51] **Mick:** You just hit something out of the park that you, you wrote the day before and spoke to me about it. And then you went up and delivered like a boss, like not [00:44:00] even looking at the bloody paper, you know what I mean? That was a moment. And you would've known it cause I had to go up and speak you and I couldn't even speak.

[00:44:06] **Mick:** Yeah. So that was a moment. Um, and there's been many of. You know what I mean? There's many of them in other events.

[00:44:12] **Rohan:** What about the, uh, trams?

[00:44:14] **Mick:** Trams moments? Yeah. Like being in that with you guys, he's a boat under tram. Yeah. It's not with, um, with two, two other ReBuild, um, employees, their moments. I love that.

[00:44:25] **Mick:** That's the really exciting stuff that I get to do. Like in your work sometimes you don't get to do exciting stuff.

[00:44:30] **Saute:** Yeah.

[00:44:31] **Mick:** There's bad stuff and there's the hard stuff. And there's the stuff that drain you a little bit and there's the amazing stuff. That was an amazing moment. Like when you see that, when, you know, when you see your faces to see your faces, looking at that tram, taking pictures and having your photograph taken beside it was incredible.

[00:44:47] **Mick:** So there are amazing moments. He would've thought like, oh, you're gonna have a tram for this podcast.

[00:44:52] **Mark:** Yeah.

[00:44:52] **Mick:** With your faces on it,

[00:44:54] **Saute:** Shout out to the trams.

[00:44:55] **Mick:** Shout out to the trams and shout out to you guys for being able to be so good to be able to do that. But it came out [00:45:00] brilliantly. Yeah. Their moments, their amazing moments, like being able to, you know, um, you know, meet people of businesses that are, would never get a chance to being able to be in conversations that are never thought I would be ever re invited.

[00:45:13] **Mick:** I was in the Premier's office in the Premier's office. I left for 150 K. Who would let me into one office at the Premier? And they should, they should have locked the same . But, but you know what I mean? Like these, you know, they just, their mums, like, I'm just a bloke from Dublin. Like I like, who let me talk to politicians.

[00:45:31] **Saute:** Yeah.

[00:45:32] **Mick:** But then you understand that I say that I'm built for it. Because your past stuff in your life allowed me to have the confidence and go, I don't really care. You're just a person. Like I've always made a point. If I walk into a prison, I'll speak to someone that's in a prison in the exact same way as I speak to a politician in their office. No difference, people.

[00:45:51] **Mick:** So, you know, their moments that I'll always have, they'd only take away from me and I'll, I sometimes go, how did just happen? Why did that just happen? But it [00:46:00] did. So that's what keeps you coming back. They make the, they make the harder ones a little bit easier. Yeah.

[00:46:06] **Rohan:** That's a very amazing, very, very amazing. It would've been tough doing all that work though.

[00:46:11] **Mick:** It is.

[00:46:12] **Rohan:** But you pushed off and push on.

[00:46:14] **Mick:** You, push on. What do you do? We have to tell you every day, don't we to push through adversity. Mm. You know what I mean? We have to do, like, it doesn't mean that we, and we are human that's sort of thing. I'll say like myself, like we're human.

[00:46:26] **Mick:** God, I made mistakes. Yeah. Do you know what I mean? Like I made mistakes in this job. We make mistakes in life. Everyone does like, but I'm all right to own them. You know what I mean? I wasn't always in my life, but I'm all right to own them now. Like, I can be vulnerable. I can show people that. Yeah, look I stuffed up, but this how we're gonna get out of it.

[00:46:40] **Mick:** Yeah. Do you know what I mean? That's hard. Some people can do that and I I'm for a while. I couldn't, I fought with that as well. Cause I, you know, perfection and help people view you and all that. I don't give a rats now. You know what I mean? Cause as long as I'm good with it, I look in the mirror and not look like I'm gonna die. And you know, I'm all right with it. As long as I know that I'm on the right way going [00:47:00] forward. So yeah.

[00:47:01] **Mark:** Yeah, I thought that story was going somewhere else. I thought you looked in the mirror. Damn. I'm sexy.

[00:47:06] **Mick:** There's not a mirror that exists yet. That's done that to me, Mark, actually,

[00:47:12] **Rohan:** You should try a Snapchat.

[00:47:13] **Mick:** You reckon that's the way.

[00:47:15] **Rohan:** Put the beauty filter on.

[00:47:17] **Rohan:** I don't even think that would do for me, mate. We'll try. That's right. So how you going here with the questions, how these are, you know, he's a fairly rocking a trail here, ain't you?

[00:47:26] **Saute:** So how do you think it's going?

[00:47:29] **Mick:** Great.

[00:47:29] **Mark:** Yeah, really good. He's really tell I tell you what, like...

[00:47:32] **Mick:** Good balance what you doing.

[00:47:33] **Mark:** I think, I think it was after like five minutes. I can see both shoulders just drop and relax. Yeah. And it comes out so much more natural.

[00:47:41] **Saute:** Yeah.

[00:47:42] **Mick:** You've got a really good balance. You're asking a lot of questions. You're putting in a lot of comments and asking questions as well and making really good observations the two of you.

[00:47:50] **Mick:** So it's actually, I didn't know how it would work, but I think that balance that you guys have is, is actually fantastic. Cause you're adding depth, not just asking. You're not, if you said question, question, question.

[00:48:00] You're not.

[00:48:00] **Saute:** Yeah, yeah, yeah.

[00:48:01] **Mick:** You're giving us some more.

[00:48:02] **Saute:** Yeah. Yeah.

[00:48:03] **Saute:** Loving it.

[00:48:05] **Rohan:** I'm trying to ask some questions, but I just can't think of

[00:48:07] **Mick:** You don't need to though. I think what you're doing is your prompting us. You, you just did ask a question to me. You prompted me, you know, you prompted Mark, that's you, do what you are doing. This work beautifully. It's a great balance.

[00:48:17] **Saute:** Ah, so this is a, don't doing the script. Sorry,

[00:48:21] **Mick:** Going off script. Are we?

[00:48:22] **Mark:** Whoa, here we go.

[00:48:23] **Saute:** No, I just wanna ask as a person, like, you know, I think you ask this yourself, like if you could go back your 20 year old self or, you know, before, before that nine months hit you. You know, what would, um, some advice that you, you know, you've obviously grown and you've built your character, who you are today.

[00:48:46] **Saute:** What would, uh, some of the advice that you'd give to yourself?

[00:48:51] **Rohan:** Whoa, what are tough question Saute. Very tough question.

[00:48:55] **Mark:** Bring that tissue box down here, please.

[00:48:58] **Rohan:** It's funny how, when you asked [00:49:00] the question in your twenties, you pointed to Mark. (Laughter)

[00:49:02] **Rohan:** I know I'm like is he 20.

[00:49:08] **Mick:** Yeah.

[00:49:08] **Mick:** I noticed it wasn't coming at me.

[00:49:12] **Mark:** Nah, earlier on I think just, if I could go back, I, I wouldn't change anything, but I'll just say be a bit more kind to yourself.

[00:49:18] **Rohan:** Yeah. Yeah. You know, that's a good one stop. That's a very good one.

[00:49:21] **Mark:** You know, I think a lot of, I put a lot of pressure on, I still put a pressure on myself today. Um, and I think, yeah, I think at a younger age, like, you know what I found now, I take a lot more. Uh, I get excited about a lot of things now, you know, and I kind of give a shit a bit more, um,

[00:49:43] **Rohan:** Explain that. What do you mean by giving a shit? Gimme a shit. In what sense?

[00:49:48] **Mark:** Yeah. Like

[00:49:49] **Rohan:** The smaller details of life? I guess.

[00:49:51] **Mark:** Yeah. Like, I, I don't know. I mean, like going back to yes, but like, you know, in, um, in high school, like I just did all [00:50:00] the subjects that were the easiest and you know, that I thought, oh yeah, like that won't be too hard and everything like that, just to get it done. And I didn't care. Yeah. Um, I didn't care that much for it. I, along with Mick you know, like I cared more about socializing than anything else. Um, but now, like I got a lot more interest in things, you know, and I, and I, you know, if I, if I find an

interest in something I'll dive straight into it, um, which I didn't quite have, like at that age, um, And I think, yeah, I was, I was quite hard on myself because I saw a lot of people with, you know, they were doing this and that.

[00:50:34] **Mark:** And, um,

[00:50:36] **Rohan:** they were kind of going out of reach in a way, like if you were kind of measuring yourself with them

[00:50:41] **Mark:** yes.

[00:50:41] **Rohan:** Was that what you were doing?

[00:50:42] **Mark:** Yeah, definitely. Definitely. And yeah, don't look at, don't look at life as a competition, you know?

[00:50:47] **Rohan:** Yeah. You can't. Yeah, but you can look at life as a rivalry because a rivalry is different to a competition.

[00:50:54] **Mark:** Okay.

[00:50:54] **Rohan:** Rivalry is more of a sense as you are not trying to beat the person, [00:51:00] but you are trying to, I guess you can say outperform person and therefore you see the rivals strength and weaknesses, but the rival will also see your strength and weaknesses. And so you build upon that.

[00:51:12] **Mark:** Okay.

[00:51:13] **Rohan:** You kind of discover yourself that way.

[00:51:15] **Mark:** Yeah. Yeah. Yeah.

[00:51:15] **Rohan:** So like rivalry is like a, it's hard to explain, but I guess you can say some part of a competition at the same time. But, um, you're kind of like battling off at each other and then, uh, one is exposing their strengths and also their weaknesses and the other one is exposing each other as well.

[00:51:33] **Mark:** Yeah.

[00:51:33] **Rohan:** And therefore you learn from your weaknesses that you, um, exposed to the rival and therefore you learn from that

[00:51:40] **Mick:** fascinating I like that. Yeah. Hey Rohan, just killing it over there. Says, Hey, I wish there's actually a spot as a co-host Rohan I'm just gonna tell you that now you just you're, you know, I'm gonna be talking to you after this tell you your

[00:51:55] **Mark:** start your own podcast.

[00:51:58] **Mick:** It wouldn't be a competition dog. [00:52:00] It would be a rivalry. Wouldn't it? That's what it would be. So I love that Rohan. Thanks for sharing that one. Um, if I could give any advice to my twenties, I'd have to find myself first, cuz I was missing. Um, once I found myself, I don't know. It's probably similar to like, I wouldn't change much.

[00:52:19] **Mick:** like, I, I kind of own everything, you know, aware that it is. I always think that everything that you do and everything that you make good decisions and bad decisions, you know, have made me, you know, who I am. Um, I might just, I might just say to myself sometimes just, just slow it there a second, you know, just, just slow and breathe a little bit. Just take your head out of everything. Just lift it up a little bit and, and see, um, just look after yourself a bit more, just breathe a little bit more, but you know, it's easy said like giving yourself voice down, but that's probably, you know, I, I could tell, oh, you, you, you know, should have done this and should have, you know, [00:53:00] saved money and should have done that.

[00:53:01] **Mick:** I chose, I made decisions that I stand by and I don't regret. I probably just could have maybe I think just taken a second just to slow it down and not live every time in the moment. Yeah. Cause I just lived for every moment, which is a good way to live, but now you kind of go, yeah. What, you know, what might have, what might have I done?

[00:53:25] **Mick:** Yeah. If I had to slowed it down, you know, could I just walk quicker? Maybe not. Could I have done something different maybe? And if I did well, maybe that wouldn't have been the best decision then. So you don't know, maybe that's all, I'd say slow down, take a breath.

[00:53:37] **Mark:** Well, the funny thing about the question is like, if we were to give ourselves that advice, we wouldn't listen at that age.

[00:53:42] **Rohan:** That's correct.

[00:53:43] **Mick:** Oh, I wouldn't have listened at all. That was it. Get stuffed to you and you're slowing down the breath. I'm off.

[00:53:47] **Mark:** See you later old man.

[00:53:48] **Mick:** Yeah. That's right. Anyway. Yeah.

[00:53:50] **Saute:** See ya, wouldn't wanna be ya,

[00:53:53] **Rohan:** I actually wanna throw that question to my mentor, Saute right back at you. [00:54:00] Cause you've been an unbelievable mentor to me.

[00:54:03] **Rohan:** So I'd like to hear what your advice you to give to your 20 year old self

[00:54:07] **Mick:** tell you could be years ago now, was it?

[00:54:09] **Saute:** That was eight years ago. no, even then I was still a bit of an idiot, but that's a good question. Um,

[00:54:19] **Mick:** you asked it so modesty at his best there.

[00:54:24] **Rohan:** Great question.

[00:54:24] **Saute:** Um, I'll probably just say, you know, something along the line where mark said, be yourself.

[00:54:34] **Saute:** You know, I, I remember that age, I was definitely not trying to be myself where it is now. I'm myself, you know, I'm that kind loving hearted person where back then I was just trying to be a so-called gangster. Um, and then trying to impress people that was, that would, um, because it's always been in my heart to be a good person.[00:55:00]

[00:55:00] **Saute:** but, um, yeah, I'll definitely just say to myself, you know, be yourself and do it quicker than, you know, sooner than later, otherwise the next year you'd be.

[00:55:12] **Mick:** Yeah. What does that noise mean for the VA for a listener, right?

[00:55:16] **Saute:** Yeah. That, that's the key going inside the door<laugh> you know, the one that you can't open

[00:55:22] **Mick:** one way. Yeah.

[00:55:23] **Saute:** Yeah. But yeah, that's a great question. Thank you.

[00:55:26] **Rohan:** Coming from yourself to mate.

[00:55:28] **Mick:** Give yourself a pat on the back.

[00:55:29] **Saute:** High five!

[00:55:34] **Saute:** Um, so what do you see next? Uh, what are your dreams and aspirations, um, for (YMCA) Bridge and for ReBuild?

[00:55:45] **Mick:** Um, look, sky's the limit, I suppose. Isn't it like it's I think for ReBuild, like we're obviously doing this recording, um, our first ever recording in our new building in the [00:56:00] west, um, west Melbourne. Um, so brand new building for ReBuild. So this is, this is a moment we talked about earlier. This is a moment because yeah, like this is a home, I think it's the first home. I think it's the first real home ReBuild will have.

[00:56:13] **Saute:** Yeah.

[00:56:14] **Mick:** And has had, and it's your home like? So that's, that to me is, is a great foundation.

[00:56:19] **Mick:** Um, where do we go to next? Well, you know, it's all about impact for me. It's all about like how can we change the lives and impact more lives, true new or existing services and programs that we do. So where is the next kind of innovation? Where's the next kind of, you know, um, program or service that we can introduce or where's the next part of rebuild that we can help with?

[00:56:47] **Mick:** So could be sponsorship, could be all that. So for me, I've got like a. I've got a million things of running in my head on a daily basis. I've got a book of stuff that I'm writing down on, like of what, what I would like to do next. So I think [00:57:00] we, first and foremost, we're in a bit of a recovery.

[00:57:06] **Saute:** Yeah.

[00:57:06] **Mick:** Yeah.

[00:57:06] **Mick:** The business in recovery, like many other businesses, um, around because of COVID and, and the effects it have, and we're feeling the

effects. We've got a hangover. Yeah. You know, when our businesses were right in the middle of it, we are having, and they probably have challenges as well. We're having a hangover, cuz what we are seeing now is the effects of COVID is hit us over the last couple of months.

[00:57:26] **Mick:** Whereas when we're in the middle of it, we weren't so bad. Um, but now we're seeing, you know, with, you know, staffing numbers and, and everything else, it's, it's a little bit challenging for us. So I think first and foremost, we just need to get the business back to where it was. We need to get the numbers of crews and, and, and, and more young people through the door.

[00:57:45] **Mick:** Um, cuz cuz the great thing is we have lots of, and you know, cuz you do it, we've got lots of work. We've got lots of, you know, good, good customers and partners and, and business partners. So for me it's first stage, it's just getting it back. Yeah. Just [00:58:00] grabbing it back month by month to where it's at a really, really, really good stable position again.

[00:58:05] **Mick:** And then from then we kick on with the next, the next stage of, of what that growth will be. Um, I can't exactly say what that looks like, but you know, we've got some ideas, we've got some ideas for grants and we've got some, you know, new programs that we're looking at, collaborations, whether social enterprises, um, for me, it's just about how, how do we unlock even more potential that rebuild has, you know?

[00:58:29] **Mick:** And that goes down to what you do. And I think, you know, the work that you do and, and everyone else does here. So it's a big social enterprise. It's a great social enterprise. But I always, I, I should be quote this I always say we're just getting started and I've been doing this for that long. I just feel winning to the next stage.

[00:58:46] **Mick:** I feel like once we get through this the next six months, I think then we'll be kicking into a new stage. We rebuild building new programs. We got to shop online podcast, all this stuff we want to grow and develop and, and, and make even better. [00:59:00] But the end result is more impact, more young people getting employed and trained and more career pathways being presented, um, and less people returning or going to prison.

[00:59:13] **Saute:** Stay tuned.

[00:59:13] **Mick:** Stay tuned. I don't give too much of my secrets away. Too many people listening to this. They'll steal them.

[00:59:19] **Mark:** Yeah, along the lines of what Mick said, like I'm big on - I think the tram's really given us a bit of, uh, given, given a bit of, uh, air time would you say within the sector and I think, uh, I'm massive on collaboration as well. I think, um, working with other social enterprises is, is something that I'm really, um, keen on doing moving forward. Um, and just, yeah, just creating like really strong impact. I think at the end of the day, having having options for young people and just like, you know, creating that, as I said, like not changing them, changing their environment, you know, and that means having the options for them, you know, like working with.[01:00:00]

[01:00:00] **Mark:** Not just like getting them employed, but like, Hey, let's, let's work on how do we, you know, change health maybe for some, some young guys and girls, and then, um, yeah, just expanding that way and like, like the, the possibilities are endless creating an environment. That's welcome. That's positive. And just, yeah. Going from strength to strength, working with, you know, a lot of other people in the sector.

[01:00:22] **Saute:** Yeah. No, thanks. Um, thanks for coming in, you know, it's coming towards the end of the show. Um, I think some real key points, you know, were delivered, especially, uh, just with the, with the hard times that you guys dealt with. I myself learned a lot the time in the room with yous, but, um, before we, we let you go, we, uh, we always ask a special question, Rohan?

[01:00:50] **Rohan:** Yeah. So Mac, I'm gonna ask you this question. Okay. Yeah. So what did you want to be when you were, um, When you're younger the younger days.

[01:00:59] **Mark:** That's a great [01:01:00] question.

[01:01:00] **Mick:** It's a really good question.

[01:01:01] **Mark:** It's really good question.

[01:01:02] **Rohan:** Was it an astronaut?

[01:01:04] **Mark:** It wasn't actually, no, when I was younger, I wanted to be a cartoonist.

[01:01:09] **Rohan:** A cartoonist?

[01:01:10] **Mark:** Yeah. Yeah.

[01:01:11] **Rohan:** What inspired you to want to become a cartoonist?

[01:01:14] **Mark:** Well, me and my best mate. Yeah. I, uh, growing up, we would always, we'd always draw cartoons and everything like that and, you know, big fan of the Simpsons back in the day and all that.

[01:01:23] **Mark:** So yeah, we just always were, were drawing and we drew these cartoons and I've still got one actually at my mom's house.

[01:01:31] **Saute:** Oh, wow.

[01:01:32] **Mark:** Yeah. Yeah. That, that he drew me and, um, I'm a shocking drawer now. but, uh, it's what I wanted to be when I was, yeah. Quite young.

[01:01:40] **Saute:** Wow.

[01:01:40] **Mark:** Yeah. Yeah.

[01:01:41] **Saute:** What about you, Mick? Um, when you were a young lad, what did you wanna be when you, uh, grew up.

[01:01:47] **Mick:** Great question. Interesting. I never heard that as well, mark, all the time we've done this, this is, we've never asked this question to be sure. So it's really interesting to, and to be asked. Um, for me it was really simple actually. [01:02:00] Um, growing up in Dublin, there was, you know, I had a, like, my family were either music or sport.

[01:02:07] **Mick:** Yeah. So all my brothers, um, uh, four brothers and most of 'em were like, majority of 'em played music, but they played sport. I was useless at music but I, um, played sport. So I was, um, so when I was younger, like I, I wanted to be professional. What I would call football player, you would call soccer. Um, so I gotta say that because, yeah, I'm not there back in Ireland.

[01:02:32] **Mick:** I say soccer um, so I wanted to be, I, I just played him whenever I was young. I just, you know, Kicked the ball basically. And, and, um, and played as soon as I could, I played football and, and, uh, and I kept playing it, um, all the way through. And, uh, it was just, I just like, because a lot of people in Dublin, like a lot of people had made it in football, like a lot of Irish people at times that I looked up to had made it over there.

[01:02:58] **Mick:** No one, I kind of knew in their town, it was [01:03:00] hard back then to be spotted as, as a soccer player. But like, it gave you hope, you

know what I mean? Like, I, I couldn't see anything more that I ever wanted to be out of that, you know what I mean? But you just had them dreams of being a, you know, somehow someone would see and you'd, you'd be a soccer player, you'd be a football player and you could get you outta something.

[01:03:15] **Mick:** You know what I mean? And into something, it was always really that, that, so I wanted to be that, um, sadly I didn't make it. Um, but. Yeah, and loved playing my whole life. And I think it was, I used to always say I was quite socially challenged playing football cause these to play football on a Sunday and their Saturday nights were pretty big.

[01:03:31] **Mick:** So, uh, so you know, to get me on the football pitches, a few stories there, um, was pretty hard at times, but, um, that's what I wanted to be. Um, and you know, I still coach football now.

[01:03:42] **Saute:** Oh wow.

[01:03:43] **Mick:** I I'm coach football. Um, and I played and I just finished playing pretty much, but I still play, but I finished playing like I'm 46 now when I was still playing last year.

[01:03:53] **Saute:** Wow.

[01:03:53] **Mick:** So, you know, I still love the game, but I think I'm not gonna make it. So, uh, I've got to retire. That's what I [01:04:00] wanted to do.

[01:04:00] **Saute:** Wow.

[01:04:01] **Mick:** Yeah.

[01:04:01] **Saute:** That's awesome. You got a team.

[01:04:04] **Mick:** Yeah. Team always support is Manchester know it's so be a lot of people in going

[01:04:08] **Saute:** shout out you man, united

[01:04:13] **Mick:** so yeah, not doing too well at the moment.

[01:04:15] **Mick:** So yeah. So we won't talk to you much about that. yeah.

[01:04:20] **Rohan:** Well, thank you very much for your time here today. Mick and Mac, appreciate you coming forward here to the podcast, and I hope you enjoyed the, um, session we had together.

[01:04:30] **Mick:** It was a pleasure.

[01:04:31] **Mark:** That was great.

[01:04:32] **Mick:** Pleasure. You've uh, you went, you went, you went easy and hard on us now.

[01:04:35] **Mick:** So it was, uh, yeah, no really enjoyed it. Great. You, you did an amazing job. Hat's off to ya it's been a pleasure and being

[01:04:42] **Saute:** thank you.

[01:04:43] **Mick:** Pleasure. Pleasure. Being your guests.

[01:04:44] **Saute:** Well, appreciate it.