

SWEAT POSITION DESCRIPTIONS: YEAR FIVE (1998-1999)

POSITION TITLE: Member, SWEAT (Serve With Energy And Talent), Dayton's AmeriCorps Program

SAMPLE

PROGRAM DESCRIPTION:

SWEAT plans to begin its fifth year of service to Dayton neighborhoods on September 14, 1998. Notification of grant funding is expected by the end of June, 1998. SWEAT is an AmeriCorps program that focuses on neighborhood service in four inner-city Dayton neighborhoods. AmeriCorps is a national service program that provides living stipends and educational benefits to members contributing 1700 hours of service over 11.5 months. The Serve With Energy And Talent (SWEAT) program will support 21 members, if funding continues. The SWEAT collaborative consists of more than 30 area organizations working together to coordinate six projects in four Dayton neighborhoods.

MISSION:

SWEAT's mission is to provide service opportunities for citizens that will meet critical needs of the community by creating new alliances of residents, institutions, and AmeriCorps members. Through multi-service neighborhood teams, SWEAT will provide personal, professional and citizen development opportunities for members, build a foundation for self-sustaining communities and demonstrate the merits of neighborhood-based service delivery.

DUTIES:

Each SWEAT member will serve as an integral member of a multi-disciplinary service team in one of four Dayton neighborhoods. Flexible/irregular hours of work including evenings and weekends will be necessary. Members will report directly to their project supervisor, and at times to the SWEAT Program Coordinator. Members will work on three teams: their project team, their neighborhood team, and the 21-member SWEAT team.

AmeriCorps programs are funded on an annual basis. Members may apply for a second year of service, contingent upon funding and satisfactory work performance.

PROJECT SPECIFIC SKILLS AND ATTRIBUTES:

Beyond the minimum conditions for all applicants, specific SWEAT projects have stipulated necessary requirements, skills, traits or experience as identified below:

* **START RIGHT** (Eight Positions) Individuals will review student attendance data, complete home visits, assess family situations, provide referral and follow-up activities and work with other professionals to improve attendance of Dayton school children. Interviewing skills, interpersonal skills, sensitivity and tactfulness in dealing with people in their homes are preferred, as well as some knowledge of the local human services system. Members must be physically capable of making home visits. One member will work directly with the Montgomery County Juvenile Court, researching and presenting data about families facing truancy charges,

* **ADULT LITERACY SERVICES** (Two Positions) Members will work on a one-to-one and small group basis with adults who have low level literacy skills. Members assist adults in achieving their educational goals in reading, writing, math, English as a second language, GED and computer skills. Members also work with students on short term literacy needs to achieve more immediate goals.

* **COMMUNITY DEVELOPMENT** (Four Positions) Members will work with Priority Boards and neighborhood associations to identify neighborhood assets and areas of concern; to increase neighborhood based leadership; and to provide support and encouragement to residents' plans and projects, leading them to become advocates and catalysts for change in their communities.

* **TEEN SERVICES** (Two positions) One member will work with pregnant and parenting teens through Montgomery County Children Services, providing support and follow-up services to reduce teen pregnancy, parental neglect, and abuse. One member will provide support and follow-up services to runaway teens at DayBreak runaway shelter.

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* ACADEMIC COACHES (Three Positions) Members will work in three inner-city schools, providing one-to-one and small group tutoring to elementary grade students in reading, math, and computer skills. Members will also run after school tutoring programs to benefit neighborhood children.

* URBAN GARDENING (Two Positions) Members will deliver interactive programs to youth and their families in neighborhood settings, helping them positively channel their creative energy and learn social interaction skills, while fostering in them an awareness and appreciation of the environment and their place in it. Members will also help train teens and adults in the neighborhood to increasingly take ownership of gardening sites and assume primary responsibility for direct program delivery.

SAMPLE

CONDITIONS FOR PARTICIPATION:

- Applications must be 17 years of age or older as of September 1, 1998.
- High School diploma or equivalency is required. Some post-secondary education and/or related work is helpful.
- Applicants must hold U.S. citizenship or other lawful authorization to work in the United States.
- Selected candidates must be drug-free at the time of their appointment. The SWEAT Program abides by Drug-Free Workplace policies.
- Applicants must have no criminal record or prove that existing records will not interfere with job duties.
- Applicants must have the ability to access transportation, including public transportation, to work-site and community-based work assignments. Some projects may require the use of the Members' own vehicles. Work related travel costs will be reimbursed.

SELECTION CONSIDERATIONS: Beyond the conditions listed above, the SWEAT Program will select men and women who:

- are respectful of urban neighborhoods and their residents and are committed to improving inner-city Dayton neighborhoods;
- exemplify core values of the AmeriCorps and SWEAT programs--social responsibility, appreciation of diversity, development of full human potential, appropriate risk-taking, creative problem solving, flexibility and teamwork;
- can demonstrate listening skills, acceptance of diversity and cooperative behavior;
- are committed to service, as evidenced by previous experience through student and/or community volunteer work;
- demonstrate leadership skills and ability to motivate others;
- provide evidence of successful performance in previous employment and/or volunteer work;
- are experienced in working with diverse project teams;
- are team players;
- are available to serve approximately 40 hours per week over a period of 11.5 months with the goal of accumulating 1700 hours of service between September 14, 1998 and August 31, 1999.

MEMBER BENEFITS:

All SWEAT Members will receive the minimum living allowance/stipend of \$8,340.00 (pre-tax) payable over 11.5 months. The standard work week will be 40 hours, beginning September 14, 1998. Members who complete 1700 hours of service within 11.5 months are eligible for a \$4,725.00 AmeriCorps Education Benefit, which can be used to finance post-secondary education expenses and/or debts. Fringe benefits are provided, including health insurance and child care (for those who are income eligible: in Ohio this means an income of no more than \$9,432.00 for a family of two, which is in accordance with the State of Ohio poverty guidelines).

- SWEAT does not discriminate on the basis of race, color, national origin, sex, age, religion, political affiliation, or on the basis of disability, if an applicant or member is otherwise qualified.

For additional information contact: SWEAT Office, 905 Irving Ave. Dayton, Ohio 45409-2316 (937)229-2053