



## The Crew: A Summer Work Initiative

*Welcome to The Crew 2022! This year the Grail is making a few changes to better serve young women in the community and prepare them for their futures.*

1) The program will start in May and run 16 weeks through August. Applicants will still be hired as contractors for the summer, which means they get to choose which days/hours they would like to work for, and there is no set schedule. Pay is \$15 an hour, paid weekly

2) Each week there will be a different broad theme, for contemplation and discussion. Anyone can submit a discussion topic relating to the theme. These will be anonymous, written on an index card and placed in a jar. Each day crew will pick a card. At the end of each week anyone who worked will be required to draft up to two social media posts on the theme, these can relate back to work done that week, or be more general ideas. Drafting these posts is part of the work for the week, so will be completed on site and during paid time!

3) Once a week The Grail will be providing an education session for the crew working that week. These are not required but will be on paid time as well. Each week will have a different lesson, one week may be teaching basic plumbing for apartments, another may be how to do taxes, another how to operate power tools.

**\*\*The themes and lessons for the week will always be announced ahead of time so Crew members can decide if they would like to participate that week or not. \*\***

4) Two full days a week will be "Ground Blitz Days" focused entirely on outside work, whether that is weeding by hand, cutting back branches, picking up trash on the trails, watering baby trees, or filling up bird feeders or other activities. These will be announced prior to the work week beginning, so workers know what days will be the Ground Blitz Days.

5) This summer we also have a science cohort conducting projects on the property. They may need assistance that falls under Crew tasks, so there could be days devoted to helping them.

6) As always, there will be other tasks that pop up throughout the summer, like helping with collections, working events, setting up art shows, helping with mailings. These will not be regular hours; workers will be notified when these tasks are available.

**\*\*The Grail wants to emphasize this is not a job to rely on for regular hours, some weeks there may be a lot of hours, other weeks if weather is bad there may be no hours. By hiring as contractors, it allows the workers to have great flexibility in their schedules, but also means hours are not guaranteed. \*\***