



The History

The Student Ministries Team at Salem Alliance Church has been working on the Give a Shirt project for the past year. The idea came from Whitney Ferrin, a high school senior at West Salem High School and student in the ministry. It has been brought to life by the middle school and high school students of the Link and Flipside (the youth ministries at Salem Alliance). Much has been accomplished in the first year, through the students' hard work in selling shirts, supporting events, and volunteering.

The Cause

More than 1,800 students in Marion and Polk counties were homeless last school year, according to Oregon Department of Education figures released on 9/22/2010. Oregon counted 19,040 homeless students around the state, which is the highest recorded since the count began seven years ago and a 5.5 percent increase from last year. (Read more: <http://www.statesmanjournal.com/article/20100922/UPDATE/100922014/-1#ixzz10O3scT00>).

The idea behind Give a Shirt is simple: by selling shirts with the phrase "Give a Shirt" on the front, students raise money for homeless students in their community. For every shirt sold (starting at \$15), ten dollars goes to homeless students in the Salem/Keizer School District to get the clothes they need to go to school, fit in, and get an education (with the other \$5 going to production costs).

The Contact

A homeless education liaison for the Salem-Keizer Public School District who makes sure these kids have everything from clothes to health care to transportation to school. This is our go-to consultant for everything from what we plan at an event, to getting invitations out to the students at school, to helping us understand how to help out in the best possible way.

Events

Four times a year, Give a Shirt puts on events for these homeless students that relate to the season (Fall, Winter, Spring, Summer). Each offer six unique elements:

1. **One free giveaway** of items that have been donated by area businesses, the congregation at Salem Alliance Church, and students in the SAC ministries such as coats, shoes, etc. that is typically determined by the season (coats in Winter, shoes in Spring, etc).
2. **A toiletries store** where kids can pick out the kind of shampoo, laundry soap, deodorant etc. they like (also donated).
3. **A health check screening** (dental screening, hearing, vision, etc) with an educational time to teach good hygiene; all arranged for by the school district.
4. **Lunch and a raffle** of gift cards to local restaurants, stores, etc.

5. **A group game** that connects Give a Shirt volunteers (mostly middle school and high school aged students) to homeless students. The goal is to communicate “we care about you” by extending friendship and building relationships.
6. **Sign-ups to area stores** such as Old Navy, Ross Dress for Less, or Target for shopping trips to purchase new clothes (typically on a weekday after school). All of the students meet together at a store on the given day at a specified time (ie., Thursday at 3:30pm), the budget for shopping trips is determined by how many shirts have been sold before an event.

How it Works

Organizationally, Give a Shirt is broken down into three core areas: Program, Promotion, and Store with an adult volunteer in charge of each area. A team leader oversees all three areas as they work together to make events happen, get the word out about the cause, and sell shirts.

Program relates to all events, including the previously mentioned seasonal events, as well as the places, organizations, and people who ask for representatives from Give a Shirt to come share the vision with their school, congregation, etc, and sell shirts.

Promotion covers social media, the Give a Shirt website, video, booths at events, and anything else related to getting the Give a Shirt name and cause out in the world for others to hear about.

Store directly covers the business of selling shirts including inventory, stocking and reordering, incoming orders and shipping, storing shirts, etc.

Accomplishments

In the past year, Give a Shirt has sold over 2,800 shirts, raised over \$35,000 in shirt sales and donations, shopped with over 120 students! We’ve also received a few awards (including the Mayor’s Youth Achievement Award) and gotten coverage in TV news stories, magazine and newspaper articles. The favor and response we have seen to this cause has been amazing.

The Future

In the next year, the Student Ministries Team hopes to find a volunteer director for Give a Shirt to lead the way in making the project its own non-profit organization. The job description for this position covers essential duties, requirements, and expected hours. If you (or someone you know) are interested and qualified, please review the description and contact Linda Byeman at 503.581.2129 or by email at lbyeman@salemalliance.org for an application.

VOLUNTEER DIRECTOR GIVE A SHIRT

Department: Student Ministries

Supervisor: Associate Pastor

Supervises: Interns / Volunteers

Volunteers: Recruits, Places, Develops, Encourages

GENERAL STATEMENT OF DUTIES: Consistent with the mission statement of Give a Shirt, in partnership with the Salem Alliance Church Student Ministry Team and under general supervision of an Associate Pastor, the Director of Give a Shirt provides program leadership and development that equips others to minister to homeless youth and their families.

EXAMPLES OF ESSENTIAL FUNCTIONS: A volunteer in this classification shall perform essential functions as outlined below. However, these essential functions do not include all of the specific essential functions that the Director may be required to perform, nor would they be required to simultaneously perform all functions listed below.

1. Support the vision and direction of Give a Shirt by overseeing the three core areas of the project: Program, Promotion, and Store and the lead volunteers in charge of each area.
 - a. Program: oversee event planning that includes four annual events, one for each season / quarter (Fall, Winter, Spring, Summer).
 - b. Promotion: development and maintenance of the website, flyers and brochures and other means for enhancing communication. Create a long-term strategy for student involvement in community with local events, speaking opportunities, etc.
 - c. Store: Assist in tracking applicable budget, inventory, and orders.
2. Identify, train, mentor, and support key volunteers for the 3 aforementioned areas of Give a Shirt.
3. Plan and implement leadership team meetings. Develop long- range strategy for leadership development.
4. Recruit a team that will work to establish Give a Shirt as an independent non-profit organization including, but not limited to:
 - a. Finding funding for Give a Shirt through donations, gifts, etc.
 - b. Researching grants for operations and programs.
 - c. Help recruit of a Board of Directors.
5. Give a quarterly report covering the three key areas of Give a Shirt (Program, Promotion, and Store) to the Student Ministries Team.
6. Use the database system and applications for such computer software as word processing, spreadsheets, internet, e-mail and publishing.
7. Perform related duties, as required.

MINIMUM POSITION REQUIREMENTS:

- Four-year degree from a college or university, preferably in business management, non-profit organization, or the like.
- A master of arts degree in a business or leadership field desired but not required.
- Business leadership experience.
- Connected to the network of business and commerce community in Salem.
- Prior experience serving on a Board of Directors.

Ability to:

1. Work effectively as a team member; provide team leadership and move that team towards fulfilling the mission and vision of Give a Shirt.
2. Supervise volunteers effectively; provide direction, training and performance evaluation as required.
3. Assign projects and promote project management.
4. Bring a high level of organization to personal work.
5. Work flexible hours to meet the varying demands of Give a Shirt.

Other Requirements:

1. Work, education, or volunteer service related to human services, homelessness, or at risk youth desired but not required.
2. Experience building relationships with youth and their families.
3. Passion for youth and their families.
4. Strong team building, delegation and equipping skills.
5. Energy and stamina to keep pace with youth.
6. Regular attendance at worship services of Salem Alliance Church. Agreement with, adherence to and representation of the vision, values and doctrinal statement of Salem Alliance Church.
7. Possess gifts of leadership and teaching as well as other gifts necessary to lead volunteers and youth.
8. Must pass a background check conducted by Salem Alliance Church.

EXPECTED HOURS:

5-7 hours per week on average, with some weeks requiring 10-15 hours per week for event weeks and shopping trips (1 per season: Fall, Winter, Spring, Summer).