

Union of Saints – GreenLots Program

Program Type: Workforce Development • Environmental Stewardship • Homeless Stabilization

Developed by: Union of Saints (501(c)(3))

Status: Program Concept & Implementation Framework

Executive Summary

GreenLots is a community-based employment and stabilization program developed by the **Union of Saints** to help individuals experiencing homelessness earn dignified income while improving city cleanliness and public spaces. Participants are paid a fair, city-approved wage to collect litter and debris at designated locations approved by social workers and municipal partners. The program creates **immediate income**, builds **work history**, and offers **clear advancement pathways** into leadership roles.

GreenLots is designed to be **accountable, humane, scalable, and mutually beneficial** to participants, cities, and residents.

Program Objectives

1. Provide **immediate, lawful income** to individuals experiencing homelessness
 2. Improve cleanliness and safety of public spaces
 3. Reduce reliance on panhandling by offering paid work
 4. Build work readiness, responsibility, and leadership skills
 5. Create pathways to long-term employment and housing stability
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Eligibility & Enrollment

- Adults (18+) experiencing homelessness or housing instability
- Referral through:
 - Licensed social workers
 - Outreach teams
 - Partner shelters or service organizations
- No prior work history required
- Participation is **voluntary and non-punitive**

Each participant is assigned a **case-support contact** (social worker or program coordinator).

Approved Work Locations (“GreenLots”)

- City-approved public areas (parks, medians, corridors, vacant lots)
- Locations reviewed for safety and accessibility
- Assignments coordinated with:
 - City sanitation departments
 - Parks & Recreation
 - Transportation departments

Participants may **not** self-select locations without approval.

Work Structure

Daily Operations

- Participants check in at a designated meeting point
- Supplies provided:
 - Gloves
 - Trash bags
 - Safety vests
 - Scannable bag tags (QR or barcode)

Tagged Bag Accountability System

- Each trash bag is issued a **unique scannable tag**
- Tags are linked to the individual worker
- When bags are deposited at approved pickup points:
 - City or partner trucks collect bags
 - Tags are scanned to verify work completion

This system ensures: - Transparent tracking - Fraud prevention - Accurate payment

Compensation Model

- Hourly or per-shift wage set in coordination with the city
- Pay issued:
 - Same-day or weekly (preferred)
 - Via prepaid debit card or direct deposit (when available)

Compensation is intended to help participants pay for: - Food - Clothing - Transportation - Hygiene - Documentation fees

Participation **does not reduce eligibility** for public benefits unless required by law.

Advancement Pathways

GreenLots is not a dead-end job.

Tiered Roles

1. **Participant Worker**
 - Entry-level
 - Flexible scheduling
2. **Team Lead**
 - Supervises small crews
 - Verifies safety and bag tagging
 - Earns higher wage
3. **Site Coordinator**
 - Manages multiple GreenLots
 - Liaises with city staff and social workers
4. **Program Ambassador**
 - Mentors new participants
 - Assists with outreach and enrollment

Leadership roles prioritize **participants with lived experience**.

Supportive Services Integration

Participants are connected to: - Food banks and meal programs - Shelter and housing navigation - ID replacement assistance - Healthcare and behavioral health referrals - Job placement partners

Participation in services is **encouraged but not mandatory**.

City Partnership Model

Cities may support GreenLots by: - Approving cleanup locations - Providing scheduled trash pickup - Supplying trucks at designated points - Coordinating with sanitation and parks departments - Assisting with insurance and liability frameworks

GreenLots complements—not replaces—city sanitation services.

Safety & Dignity Standards

- No hazardous waste handling

- Heat and weather safety protocols
 - Mandatory breaks and hydration
 - Zero tolerance for harassment or exploitation
 - Respectful identification (no stigmatizing labels)
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Metrics & Accountability

Success is measured by: - Bags collected and areas cleaned - Participant retention and advancement - Reduction in panhandling in program zones - Transition to stable employment or housing - City cost savings and community satisfaction

Pilot & Scalability

Pilot Phase

- 1–3 neighborhoods
- 10–25 participants
- 90-day evaluation

Expansion

- Additional neighborhoods
 - Seasonal crews
 - Regional replication
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Program Ethos (Union of Saints)

GreenLots is rooted in the Union of Saints' commitment to: - Human autonomy - Clear boundaries - Mutual responsibility – Restoration and healthier reliance on public systems

Work is offered as **opportunity and leverage**

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This program framework is intended for lawful, ethical implementation in partnership with municipalities and licensed service providers.