



## **Service Warriors FAQ**

### **What is the Service Warrior program?**

The Service Warrior program is a one-year community service and leadership development program for youth with disabilities ages 16-23.

### **What are some examples of community service projects that Service Warriors do?**

Service projects change yearly; however, some examples include cleaning parks, painting schools, preparing meals for those in need, painting murals, building rain gardens, and farming in the community.

### **What do Service Warriors do in addition to community service?**

Service Warriors also participate in a minimum of 10 Leadership Development Days (LDD) throughout their Warrior year. LDDs are half to full-day interactive training on topics such as public speaking, team building, disability history, goal setting, financial literacy, utilizing the arts in your leadership, political literacy, and resume building.

### **Do Service Warriors get opportunities to lead and put what they have learned into action?**

Yes! We have two larger projects that Service Warriors participate in, which provide them with opportunities to lead and apply the skills they have learned. EPIC hosts an MLK Day of Service in Boston and Worcester. These events are designed for community members to participate in a day of service in honor of Martin Luther King Jr. Day. The EPIC Service Warriors are the project leaders for the day. Warriors are assigned teams of volunteers that they lead throughout the day, working on various projects to support other community partners. MLK Day provides the Warriors with the opportunity to step into their leadership roles and guide others through a day of service. In addition to the MLK Day event, each Service Warrior team works throughout the year to execute a Legacy Project. Legacy Projects are designed and executed by the youth to complete a project that leaves a Legacy for their team. All projects are youth-led, adult-supported. Warriors complete every aspect of the project throughout their Warrior year, from doing a community needs assessment, selecting a project, creating a project budget, finding project partners, securing project supplies, and executing the project. Legacy Projects take everything that Warriors learn through service days and LDDs and put them into action to leave a lasting legacy for their community.



### **Do I need to have a specific type of disability to apply?**

We serve youth with all forms of disability. In building each Service Warrior Team, the EPIC staff strives to create a team that reflects the diversity of the disability community and includes all disability types.

### **What age do I have to be to be a Warrior?**

Service Warriors must be between the ages of 16-23 when the program begins in May.

### **Do I need job or volunteer experience to be eligible?**

Nope! Service Warriors are a diverse group coming from all backgrounds and experiences. Although the application does ask for employment and volunteer experience, this is not a prerequisite for the program; it is just a way for EPIC staff to get a full picture of each applicant.

### **What is the application process for becoming a Service Warrior?**

There are four steps to apply to become an EPIC Service Warrior:

- **1. Submit your application**  
Go to [www.epicleaders.org](http://www.epicleaders.org), choose the Service Warrior page for your city (Boston or Worcester), and click *Apply* to complete the online application.
- **2. Provide a recommendation**  
After submitting your application, you'll receive a confirmation email with a link to the online recommendation form. Make sure this is completed.
- **3. Interview with EPIC staff**  
Applications are accepted for Early Action until November 21, 2025, and the Final Deadline is January 30, 2026, or until teams are full (whichever comes first). EPIC staff will contact applicants to schedule an interview.
- **4. Receive your decision**  
You'll be notified if you're accepted. If offered a spot, confirm with the staff whether you accept your position.

EPIC is currently accepting applications on a rolling basis until the teams are at capacity or until **January 30, 2026**. Whichever comes first. EPIC staff will reach out to you to schedule an interview. You will hear back from EPIC staff, who will let you know if you have been accepted into the program. If accepted, you must let staff know if you are accepting your position.

### **Who can write a letter of recommendation for me?**

A teacher, employer, or other community leader must write your letter of recommendation. They cannot be a personal friend or family member.

### **Are there any costs or fees for the program?**

There is a one-time program fee of \$250, with scholarships available (see below).

**What does the fee cover?**

The \$250 one-time fee will provide each Service Warrior with uniforms, meals at each service project/event, the EPIC Service Warriors Handbook, and reasonable accommodations to ensure everyone can fully participate.

**Do you have scholarships or fee waivers?**

Yes, EPIC offers scholarships at all levels. **EPIC has never turned an applicant down for a scholarship.** Please do not let the program fee deter you from applying for the program. If a full or partial scholarship is needed, EPIC staff will provide all the information needed to request one once an applicant has been accepted into the program.

**Can I bring my own Personal Care Attendant (PCA)?**

Yes! You may bring your PCA if you wish; however, we encourage the PCA not to be a parent or guardian. EPIC does provide PCA support with advance notice. We ask applicants to inform us of their PCA needs when applying; this can be included in the "Reasonable Accommodation" section and mentioned again during the interview, so EPIC staff can proactively provide this support.

**How many staff are present during Service Warrior days?**

The EPIC team has a dedicated group of program staff and adult volunteers who attend and participate in Service Warrior programming throughout the year. The ratio of EPIC staff/adults to youth leaders changes every year in response to the various needs of the EPIC youth.

**Where do Service Warrior events take place?**

Service Warrior events occur in various locations across Greater Boston or Greater Worcester, depending on which team you choose to serve. We strive to meet in different communities each time Service Warriors meet to build Service Warriors' access to and understanding of their local communities.

**Do you provide transportation?**

We do not offer transportation to events. We try to make sure all events are accessible by public transit, and if not, EPIC staff will collaborate with Service Warriors to help create a transportation plan.

**Do participants receive a stipend?**

Participants do not receive a stipend. However, once involved with EPIC, there are extra paid opportunities outside of the Service Warrior program that youth can take advantage of, such as becoming an EPIC Youth Trainer.



**What kinds of things are you looking for in the interview process?**

This is a chance for EPIC staff to get to know applicants. We want to learn more about you and why you're interested in becoming a Warrior. Interviews usually last about 45 minutes and are in person. Every applicant will interview with one or two EPIC staff members and, when possible, another EPIC youth. We encourage applicants to think about why they want to be a Service Warrior, what will make them a good Service Warrior, and any questions they may have for us.

**Are there requirements to successfully graduate from the Service Warrior program?**

Yes, EPIC Service Warriors are expected to complete all 5 of the following items to successfully graduate from Service Warriors.

**1. Must complete a minimum of 110 Service Warrior hours**

The Service Warrior year has more than 110 hours of programming scheduled. Service Warriors with exemplary attendance will exceed this requirement.

**2. Service Warriors must be registered or pre-registered to vote**

At EPIC's Political Literacy Day, each Service Warrior who is eligible to vote will have the opportunity to register or pre-register to vote.

**3. Must have a professional email**

EPIC staff has Leadership Development Days, during which Service Warriors will have the opportunity to complete and improve these items with the help of EPIC staff and peers.

**4. Have a complete and updated resume**

EPIC staff has Leadership Development Days, during which Service Warriors will have the opportunity to complete and improve these items with the help of EPIC staff and peers.

**5. Fill your jacket**

Service Warriors are expected to help in the recruitment of the next team of Service Warriors or to "fill their jacket".