

Volunteer Agreement-2020

This Volunteer Agreement explains the arrangement between The Friends of Barnabas Foundation, Inc. (FOB) and you. We appreciate your volunteering with us and will do our very best to make your volunteer experience with FOB enjoyable and rewarding. The contributions of volunteers to the work of FOB is especially valued and respected.

SECTION ONE: THE ROLE OF THE FRIENDS OF BARNABAS FOUNDATION, INC

Your role as a volunteer on a FOB Mission Team begins upon the signing of this agreement and continues throughout the entirety of your team's trip to Honduras.

FOB commits to the following:

- To provide a Team Leader, who will
 - provide an introduction to the work of FOB, its staff, and your role as a volunteer;
 - explain the standards we expect for our services and support you to achieve and maintain them;
 - meet with and maintain contact with you regularly to discuss your mission trip;
- To provide transportation, food (not to include alcohol), and lodging in Honduras;
- To provide medical insurance coverage for all volunteers through United Methodist Volunteers in Mission to cover you while undertaking volunteer work approved and authorized by FOB. ("Trip insurance" is not offered or included).

SECTION TWO: THE ROLE OF THE VOLUNTEER

As an FOB Mission Team volunteer, you commit to:

- Adhere to all FOB policies and procedures outlined in the Team Member Handbook;
- Serve as a cohesive part of the mission team, fully participating in team meetings, fundraising, and participating as a supportive team member once in Honduras;
- Maintain a constant line of communication with your Team Leader from the time you sign this agreement until after the trip has been completed, acknowledging that this will require a minimum of reading emails from your Team Leader and the FOB Central Office staff and responding in a timely manner (typically within 24-48 hours);
- Acknowledge that joining a team of this type is a significant commitment and upon signing this agreement and paying a deposit, you have agreed to participate as a team member and serve with FOB in Honduras;
- Collaborate with your Team Leader to raise funds to purchase the medicines that are needed;
- Provide your Team Leader with all needed paperwork by the established due dates;
- Register with the US Embassy and complete forms from UVMIM, as directed;
- Perform your volunteering role to the best of your ability;
- Travel in a spirit of humility and service, with a genuine desire to learn more about and serve the Honduran people.
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SECTION THREE: CODE OF CONDUCT

In order to maintain the integrity of FOB and for your protection as a participant, the following code of conduct must be followed at all times during your trip. As a team member on a FOB Mission Team, you must:

- Accept responsibility to represent Friends of Barnabas with dignity and cultural sensitivity;
- Be respectful at all times, not only of FOB staff members, your Team Leader, and other volunteers but also to those served by FOB;

- Exhibit professionalism, excellence, and compassion for those you serve;
- Abstain from and not tolerate physical or verbal abuse;
- Abstain from and not tolerate profane language, jokes, or gestures;
- Abstain from the use of tobacco in all communities and at the FOB complex;
- Adhere to the rules of your Team Leader in regard to the consumption of alcohol, recognizing that when it is allowed, you must be over the age of 21, drink in moderation, have the approval of the FOB Honduras Country Director, and pay for alcohol from personal funds, not team funds;
- Under no circumstances possess illegal drugs;
- Refrain from inappropriate public displays of affection.

Failure to comply with any component of this code, or participation in other inappropriate conduct as determined by the Team Leader or FOB Honduras Country Director, may lead to early departure at your expense.

SECTION FOUR: TERMS AND CONDITIONS FOR TRAVEL

- Total payment of \$1,965.00, including \$250.00 non-refundable team member deposit, to Team Leader by set deadline. Payments can be made by check (*made payable to FOBF*) or by credit card through FOB's website (*www.fobf.org*). All credit card payments MUST include the service fee of 3%. NOTE: ONCE YOU SIGN THIS AGREEMENT FOB WILL BE SECURING A PLANE TICKET IN YOUR NAME. IF AT ANY POINT YOU CHOOSE NOT TO COMPLETE THIS MISSION YOU WILL STILL BE RESPONSIBLE FOR ANY COSTS ASSOCIATED WITH TRAVEL ARRANGEMENTS FOR YOUR FLIGHT TO HONDURAS. While this might seem onerous, as a charitable organization FOB must be good stewards of its funds.
- No team member will be allowed to travel to Honduras with FOB if their full payment (\$1,965) is not received by the FOB Central Office by the stated team deadline.
- Payments include an airfare cost based on the average cost of flights for the first six teams. Should there be an excessive increase in the cost of flights for the remaining teams; FOB reserves the right to increase the individual payment amount to cover such an increase.
- Travel arrangements made by Friends of Barnabas were made before you signed this agreement and any deviations, if allowed, will be paid at your expense along with an administration fee of \$150.00;
- Under no circumstances are volunteers permitted to make changes to their own flight schedules while in Honduras without the approval of the Team Leader, Honduras Country Director, and a representative from the US Central Office. Doing so can jeopardize the entire group reservation and is strictly prohibited.
- Individual airline reservations are not permitted (i.e. use of Frequent Flyer miles or other airline reservations);
- NO REFUNDS ARE OFFERED.**
 - *Friends of Barnabas is a 501(c)3 tax exempt organization. Donations made to FOB by you or on your behalf in honor of your mission trip are contributions to the organization and tax exempt to the fullest extent of the law. Because they are tax deductible, these gifts are non-refundable. Friends of Barnabas retains the right to direct the funds to support your trip, or to a similar purpose if for any reason you are unable to travel or if Friends of Barnabas is unable to send a team for safety or security reasons. Donations given in excess of the minimum amount will be used to support FOB programs in Honduras. Please consult your tax advisor if you have questions.*

SECTION FIVE: AGREEMENT, INDEMNIFICATION, AND RELEASE OF CLAIMS

In consideration for being accepted as a volunteer on a Friends of Barnabas Mission Team and my participation as a volunteer, I, the undersigned hereby agree as follows:

- I hereby release, acquit, exonerate, and forever discharge Friends of Barnabas Foundation, Inc. and its affiliates, directors, officers, agents, volunteers, and employees (collectively, the "Released Parties") from any and all claims for personal injury (including death) and/or property damage which may occur during and/or as result of my participation as a volunteer on a Friends of Barnabas Foundation, Inc. Mission Team, whether or not any such personal injury or including death and/or property damage is caused in

whole or in part by the negligence of the Friends of Barnabas Foundation, Inc. and/or by the negligence of any other Released Party.

- To the extent permitted by applicable law, I hereby covenant and agree to defend, hold harmless, and indemnify the Released Parties from and against any and all claims, demands, judgments, losses, damages, punitive damages, obligations, actions, causes of action, costs, expenses, attorneys' fees, and liabilities which any of the Released Parties may sustain, incur, or be required to pay, at any time after the date of this Agreement, whether or not any such Released Party was negligent, for personal injury (including death) and/or property damage in any manner arising in connection with (and/or as a result of) my participation as a volunteer on a Friends of Barnabas Foundation, Inc. Mission Team.
- This Agreement shall apply and shall be enforceable to the full extent permitted by applicable law; and if any provision of the Agreement is held or deemed to be unenforceable or void, the remaining provisions shall nevertheless continue in full force and effect.
- I further state that I am of lawful age and legally competent to sign this liability release. I understand the terms herein are contractual and not a mere recital and that I have signed this Agreement of my own free will and with the knowledge that I hereby agree to waive my legal rights.
- I understand and agree that I am not only giving up my right to sue the Released Parties but also any rights my heirs, assigns, or beneficiaries may have to sue the Released Parties resulting from my death. I further represent I have the authority to do so and that my heirs, assigns, or beneficiaries will be stopped from claiming otherwise because of my representations to the Released Parties.

SECTION SIX: PHOTO AUTHORIZATION/MEDIA RELEASE

I authorize Friends of Barnabas to use my name, picture, voice and/or testimony in any form of promotional or advertising materials. My enclosed signature (and/or the signature of my parent or legal guardian because I am under the age of 18) signifies my authorization. I further authorize FOB to use any pictures taken by me during the trip in marketing materials, unless I specify otherwise.