



CHANGING THE WORLD ONE INDIVIDUAL AT A TIME

Tanzania Volunteer Packet

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Jambo, rafikis! (Hello friends!)

We are so excited that you are interested in coming to this beautiful country of Tanzania to serve alongside us and Courage Worldwide.

God called us full time to Moshi, Tanzania, in July of 2017- Africa was home to me (Joel) as I was born in Madagascar where my family were missionaries until I was 12 years old. Stephanie first went to Kenya in 2003 and God put a deep love for the people and this place in her heart. We did a lot of volunteer work and awareness events over the years and now it feels surreal for us to be living here and overseeing Courage House Tanzania.

Our call to love the 'least of these' in Africa forever changed our lives and the church that we pastored for 18 years. We know this experience will also be life-changing for you! Your eyes will be opened and your heart will be enlarged to the plight of how others live in most of the world. We believe that God blesses us so that we can be a blessing to others. But, the surprising thing is how much more we are blessed by those we come to love and serve – especially here in Tanzania.

We can't wait to meet you- and will plan to do some training with you either online or in person if we are in the country. We also can't wait for you to see what God is doing here- it is truly incredible! It's exciting to join Him in this work and use the passion and gifts He's given us to help girls who were once victims of child sexual exploitation. Now they are thriving, getting an education and counseling and they have big dreams for their future!

So, prepare yourself for a journey that will be fun, exciting, inspiring, breath- taking, eye opening, and sometimes exhausting and heart breaking. Be open to what He wants to do in and through you. Often it is very different than what you anticipate. Invite others to support and pray for you and they will be richly blessed to have been a part of what you are doing! This packet of information has detailed information about what to expect and how to prepare.

We know that He will provide for you every step of the way if He is calling you. We brought our 3 sons years ago to Africa and we couldn't believe the many ways He provided in abundance so that we all could go. Now, here we are 12 years later serving here full time and our youngest son is dreaming and planning to be a missionary doctor.

There is much work to do as we are growing and expanding! We need help! Lives are being changed forever and you will get to be a part of changing the world, one individual at a time!

God bless you!

Joel and Stephanie Midthun Executive Directors, Courage House Tanzania





COURAGE WORLDWIDE VOLUNTEER APPLICATION

Name: _____

Mailing Address: _____

Email address: _____ Phone Number: _____

Birth Date: (M/D/Y) _____ SS# _____ (necessary for background)

Emergency contact: _____ Relationship: _____

Emergency contact address: _____

Email: _____ Phone: _____

Previous work or volunteer experience: _____

Highest education level reached: _____

Language(s) spoken: _____

Physical limitations, if any: _____

Current Employer: _____

Other organizations applicant has volunteered for: _____

Description of training or experience that may be pertinent to the volunteer position desired:

List or describe any skills you have (i.e. tutoring, clerical skills, carpentry, painter, etc.) that will be useful in preferred volunteer areas: _____

Preferred volunteer areas: _____

Statement and description of any prior criminal convictions or offenses: _____

Certifications such as First Aid and CPR with dates of certification and expiration dates:

Valid driver's license number and State of issue: _____

References: One or more personal references with contact information: _____

One or more professional reference with contact information:

What is your reason for volunteering?

Are you affiliated with a church or religious organization? Is yes, please list. (Maybe church partner.)

Signature of Applicant

Date

Upon completion, scan and email to info@courageworldwide.org or mail to: 3031 Stanford Ranch Rd, Suite 2, #339, Rocklin, CA 95765.

Tanzania Volunteer Trip Costs

- **Round Trip Air Fare. \$1000-\$3000**

Airline tickets depend upon what time of year you are traveling. Summer is more expensive. Online websites give easy access to pricing out your ticket based on your travel dates. When you have raised the funds to cover your flight, Courage Worldwide will book the travel.

- **Room, meals, transportation, outings & cultural experience. \$100 per day.**
- **Visa. \$250** (Pay cash at airport)
- **Airport Transport. \$50** (Bring cash - \$25 each way)

*Teams often want to raise more funds for a project like a vehicle, painting, construction, and sponsoring costs of a conference (standard when we put on a conference). Please check with Courage House Executive Director for ideas and approvals before advertising in fundraising efforts.

Note: if you plan to stay longer than your volunteer time you must make arrangements for your hotel and excursions. These costs cannot be raised through Courage Worldwide but must be paid by you personally. Courage Worldwide is happy to offer hotel and excursion referrals and contacts.

*Length of trips can be customized to the group. Minimum recommended is 7 days.

* Trips are not recommended for children under 12 years of age.

* No minors without parents.

* Free days are optional and we will do our best to accommodate requests. However, we prefer you book them at the end of your volunteer time.

* Family rates available. Ask for details.

* Married couple options are available. Ask for details.

Sample Tanzania Volunteer Itinerary

Travel to Tanzania (takes @24 hours of travel time from CA to Moshi and TZ is 10 hours ahead PST).

Day one:

7:30 am Breakfast/Devotions
9:30 am Go to town, exchange money, and go out for coffee
1:00 pm Lunch.
2:30 pm Visit Courage House. Activities and/or small project
6:00 pm Dinner
7:30 pm Debrief, prayer

Day two:

7:30 am Breakfast/Devotions
9:30 am Start project or outreach
4:30 pm Back Home
6:00 pm Dinner at "Courage House Too" with residents
7:30pm Debrief, prayer

Day three:

7:30 am Breakfast/Devotions
9:30 am Project or outreach
4:00 pm Cultural Tour and Diner
7:00pm Back Home
7:30pm Debrief, prayer

Day four:

7:30 am Breakfast/Devotions
9:30 am Project or outreach
4:30 pm Kaliwa for Coffee/Chai (beautiful view of Kilimanjaro)
6:00 pm Dinner
7:30pm Debrief/prayer

Day five:

7:30 am Breakfast/Devotions
9:30 am Project or outreach
4:30 pm Activities and Dinner and "Family Night" with residents (if their schedule allows)
7:00pm Back home
7:30pm Debrief/prayer

Day six:

7:00 am Breakfast
8:00 am Church with residents (if their schedule allows)
11am Waterfall Hike and Coffee Tour
5:00 pm Back home
6:00 pm Dinner

7:30pm Debrief/Prayer

Tanzania Volunteer Opportunities

We recognize that individual and/or teams will have different gifts or passions they will want to utilize while volunteering with Courage Worldwide. We do our best to see that you have an opportunity to use those. Below are volunteer opportunities and ideas. Please note some are seasonal. Please discuss with the Executive Director of Courage House any additional ideas you may have.

Volunteering at Courage House and Courage House Too (Transition House)

Options: Teach devotions/bible, prayer ministry, music, cooking classes, sewing, jewelry making, business/marketing, dance, knitting, art, gardening and/or building projects. Share your specific skill/passion (needs approval from Courage Worldwide team). Tutoring in English is much needed and helps our girls get more confident in the English. Experienced teachers can assist our teachers in teaching some classes, preschool- assisting in our preschool at Courage House.

Community Kids Camp

We partner with New Generation kids camps and our girls attend and help lead some of them. Teams who do kids' camps should prepare: games, lessons, dramas and songs for each day.

"Not in My Country Campaign" Events

These are community seminars educating the community about the issue of sex trafficking and its impact upon victims.

Faith Based Seminars

These seminars can be specific to pastors, women and/or youth.

Training and/or ministry for Courage House staff

Medical/Dental Outreach (to area villages, partnering with local hospitals)

Common Swahili Greetings/Words:

"Karibu" (sana) Welcome or you are welcome. (Sana means "very").

"Karibuni" Welcome (to a group).

"Asante" (sana) Thank you. (very much)

"Asanteni" Thank you (to a group).

"Habari?" How are you? Response: *Nzuri.* (fine or good).

"Mambo" or "Jambo" (casual greeting- "hello") Response: *"Poa"* (means "cool.")

"Shikamoo" (greeting to elders saying I respect you) Response: *"Marahaba."* (I receive that).

"Ndiyo." Yes

"Hapana" No

"Labda" maybe

"Pole" (sana) Sorry, very sorry,

"Pole pole" slowly

"Bodaboda" motorcycle driver

"Jina lako nani?" What is your name?

"Jina langu ni _____" My name is _____

"Mungu Akubariki" God Bless You

"Mungu Awabariki" God Bless You (plural)

"Bwana Asifiwe" Praise the Lord (*a common way to also greet people who are Christians*)

"Katika jina la Yesu" In the name of Jesus

"Chakula" Food

Tafadahli Please

Naomba May I have...

"Moja" one

"Mbili" two

"Tatu" three

"Chai" Tea

"Kahawa" Coffee

"Kiko wapi choo?" Where's the bathroom?

"Una fanya kazi nzuri" You are doing a good job!

"Nakupenda" I love you

What to Bring to Tanzania

- **\$300 in Cash** for airport transportation \$25 each way and \$250 cash for VISA upon entering the country. Bring large bills for the VISA.
- **Cash or Debit Card** for shopping/coffee/snacks, etc. ATMs are available and easy to access. There is a good exchange rate in town.
- **Snacks.** Your meals are covered each day, however, you will be eating local food and may crave some of your favorite western snacks.
- **Towels and washcloths.**
- **Extra suitcase.** Often Courage Worldwide will request individuals/teams to bring needed items from the US. On international flights you can check two (2) fifty pound suitcases.
- **Passport/I.D - Make** sure they are current. Also, make a copy just in case they are lost while in country.
- **Appropriate Clothing.** It tends to always be hot in Tanzania, however there are seasons where there is rain, higher humidity and cool mornings. Check the internet for details. You will be in the Kilimanjaro region of Tanzania in a town called Moshi.
- **Phone.** There is Wi-Fi and internet available. There won't be much time, but you should be able to check in daily for a short amount of time. We will have a local phone number for you to give your family and friends and your team leader will have that. (Check your phone plan before traveling internationally.)
- **International Charger/Plugs.** Target sells these for East Africa.
- **Comfortable shoes.** There will be lots of walking and the dirt is a red type of clay that tends to stain.
- **Bug repellent.** However, there are mosquito nets on all beds.
- **Ear plugs-** there are lots of night noises. Nothing scary!
- **Swim suit. Light jacket. Hat. Sunscreen.**
- **Over-the-counter medication** you commonly require when traveling (allergy meds, anti-acid, laxatives, stomach medication, gasx, advil, sleep aid).
- **Book/journal/Bible.** There is a good bit of waiting in Africa which lends itself to reading/journaling.

What to Know Before You Arrive

Before You Begin Travel.

- **Complete the volunteer application & interview with Courage Worldwide staff.**
- **Set Your Travel Dates with Courage Worldwide staff.** When you have raised your travel funds, co-ordinate with our staff to book your individual and/or group airfare. No airfare can be reserved until all funds have been raised and have cleared the Courage Worldwide bank account. (See attached document detailing trip costs.)
- **Fundraising for Your Trip & Project.** Included in this volunteer packet is a sample fundraising letter as well as instructions on how to set up an online giving page called Courage Champion. Details are in those packets.
- **Pray!** We encourage you to spend time in prayer prior to your arrival. Ask God to prepare your heart for your time with us. Ask Him to lead you in the path He has chosen for you. We are confident that this trip will be a rich, life changing experience. We cannot wait to share our love of this country and its people with you.
- **International Travel Recommended Vaccines & Medications.** We suggest you talk with your medical doctor along with consulting the Center of Disease Control for travel vaccines and medications recommended for Tanzania.
- **Notify your bank** of your travel itinerary if you plan on using your debit/credit card. Also, check your **cell phone plan** so you will not incur unexpected roaming charges.

Once you arrive in Tanzania.

- **While on the plane.** When you are on the plane you will be given a passenger declaration form to complete before you land to be presented at customs. List you are visiting friends Pastor Joel and Stephanie Midthun; missionaries with the ELCT. The address where we will be staying is Kilimanjaro Road in Moshi (next to Lutheran Uhuru Hotel).
- **Upon Arrival at the airport.** A Courage Worldwide team member will meet you at the airport and have transportation there. The airport is a 40 minute drive to the town of Moshi where you are staying.

- **Your Home Away from Home.** There are bunk beds with linens provided. Most of the time there are hot showers and western toilets. (Consider this a blessing!) Power outages are normal and expected. Therefore, you may have a cold shower and no opportunity to blow dry your hair ladies. There is a laundry services next door at a hotel where for less than \$5 you can have clothes washed/pressed.
- **Appropriate Clothing.** For conference and church, women wear dresses and/or skirts **below** the knees. Shirts/blouses should cover the shoulders (no tank tops). Capri's and jeans are appropriate for work days, projects or for being with the residents. Long shorts can be worn by both men and women for hikes. Sandals, flip flops, tennis shoes are all appropriate.
- **The language spoken is Swahili.** Most Tanzanians do not speak English. Pastors tend to speak some English, as well as some of our Courage House staff. The residents at Courage House take English classes but they are shy about speaking it around westerners. It is recommended that you learn the common greetings we have provided in this packet. We will review when you arrive.
- **You will be called "wazungus"** (white people/westerners) and with that title often comes the expectation of money and/or a "sponsorship". We discourage giving money directly to any individuals. (It is fine to give an offering to the local church we attend). The practice of handing out money when asked, taints relationships quickly and will be impossible to maintain during your stay because the needs are numerous. If this is your first time to Africa or a third world country, it is very difficult to witness the level of poverty common in this country. It is more difficult to reconcile our standard of living against the majority of citizens' income/lifestyles. Courage Worldwide is very active in the local community and supports the community in a variety of ways; discreetly and more often than not, through the local church. We do not want the Courage Worldwide teams to be seen by locals as distributors of cash as it impedes authentic relationship and community. During your stay, if you feel God is leading you to give in a certain way, please discuss with the Courage House Executive Director as to what is appropriate and honoring.
- **Be flexible.** This is key for your time in Africa. The Africa culture is a rich one – especially in relationships. Tanzanians value conversation and being together over being on time. Though we provide a "tentative" daily schedule, be aware that things change quickly or can take much longer than expected. Pack a book, a journal or a camera to help with the waiting. Our prayer each day is that God would lead us and open the doors and relationships He wants us to walk through. Often unexpected changes lead to unexpected ministry opportunities. By the time you leave, you will come to enjoy the slower pace in Africa – but give yourself a couple of days to acclimate.

- **In case of medical emergency.** We will have access to medical care that is very inexpensive if it's needed. If you need an antibiotic, it is easy to obtain in Tanzania.
- **Food and drink.** The local food, spices and coffee are delicious in Tanzania! We want you to enjoy them all. However, any new diet can cause stomach upset. Thus we have the following recommendations for you - do **not** drink the water from the taps, as it is not filtered. We will provide you with filtered water during your stay. We also recommended that you do **not** eat any fruits or vegetables that have not been cooked, boiled or peeled. Meat is refrigerated and prepared differently in Tanzania than the U.S. We recommend ordering/eating meat only from the restaurants we will take you to during your stay or as prepared when we are dining at home. For cultural reasons, we do not order or drink alcohol at restaurants and/or when in town.
- **Social media/photos:** Please be respectful about taking photos of local people. It is best to ask permission before taking a photo. They may ask you for money to take their picture. When children see you, they may run up to you asking you for money for their photo. Consult Courage Worldwide staff with regard to what is appropriate.

You **cannot** take photos of the Courage House residents nor post any identifying photos of the location of the safe houses. We must be sensitive to the background of our girls and do everything we can to keep them safe. This includes protecting their identities and not showing pictures of their faces.

Surprisingly, everyone in Africa has a cell phone and a Facebook page! It is best not to add local people that you meet to your Facebook or any social media. If you want to exchange emails, again check with the Courage House Executive Director, to determine what is appropriate. It is appropriate to add Courage House staff to your social media. However, if there is a request to you for money or support, please let our staff know and do not give directly to them.

- **Animals in Tanzania.** Animals are viewed differently in this culture and are not as pampered and honored as our US pets. It is a form of honor to be offered goat at any special events or conferences. It can be shocking to see the entire cooked goat presented - head, eyes and all. Most Africans are scared of dogs and animals are not kept as pets but as a food source. We do have guard dogs at Courage House that are friendly.

If you have any other questions we have not addressed, please feel free to have your team leader email our Courage House Executive Director in Tanzania. Stephanie Midthun.

S.midthun@courageworldwide.org You can also email us here in the states at info@courageworldwide.org or call 916.517-1616

Re: Fundraising Letter

Dear

I am currently working as a volunteer with Courage Worldwide, Inc., an international non-profit organization that builds residential treatment centers called Courage Houses for children and young women rescued from sex trafficking. Unlike foster homes or other residential homes for children, Courage Houses provide a safe, loving environment for minor victims of sex trafficking coupled with a comprehensive, holistic approach in mental health, psychosocial, and education services, as well as spiritual guidance. The Courage Houses are truly the “gold standard” in that they provide a healing, therapeutic environment 24-7 based on a healthy family home model.

To date, there are two homes available - one in Northern California and the other in Tanzania, Africa. Courage Worldwide’s goal is to build 1,000 homes in 100 countries in 10 years by expanding their current locations, as well as replicating the successful program worldwide.

It is my desire to travel to Tanzania and volunteer at the Courage House there while fundraising to help the organization achieve their goals.

Sex trafficking is the fastest growing crime in the world and is second only to drug trafficking. The U.S. Department of Justice estimated it to be a \$32 billion global industry annually, with estimates of \$9.5 billion annually in the USA. Unfortunately, there are far too few homes that can adequately meet the needs of these children.

The problem is real. The need is great. I want to make a difference in the lives of these children and young women ... will you help me? I have set up a Courage Champion page, detailing my trip and giving you a way to donate on-line. The link is : _____ . I need to raise \$3000 for my airfare, lodging and food. Any money raised above that amount goes towards the resident’s basic needs at Courage House as well as their education, therapy and staff salaries.

I appreciate your prayerful consideration in helping me change the world, one individual at a time,

Blessings,

(Your full name)

P.S. You can also write a check and mail to the address below. Please write my name in the memo portion of your check. Thank you!



COURAGE CHAMPION

We have made raising funds for your trip super easy and online! Set up your **Courage Champion** fundraising page by following these easy steps:

1. Go to: <http://courageworldwide.org/take-action/become-a-courage-champion/>
2. Click on **"Become A Courage Champion"** that will take you to a new page, "Click & Pledge"
3. Then click on **"Become a Fundraiser"** button on the right under "Make a Donation". A new page will come up asking for your information and setting your own personal password.

Once you have completed these sets, your profile will be finalized and you will be given the opportunity to "Share". When you click the green button, you will be given social medial options to post your link.

Your link will be: [https://connect.clickandpledge.com/Organization/CourageWorldwide/Fundraiser/yourlast name/your first name](https://connect.clickandpledge.com/Organization/CourageWorldwide/Fundraiser/yourlastname/yourfirstname)

By clicking the "More" button, you will be given the opportunity to input your email contacts so you can notify your contacts of the opportunity to support you as a Courage Champion.

From your Courage Champion page, you can track donations as they come in; the donor's name and amount of their donation. You can also have donor's mail checks to our office for your expenses. Please have them place your name in the memo of their check and mail to the address below

Please note, any funds raised above your trip expenses will be used for the residents at Courage House. If you do **NOT** raise all your trip funds, all monies raised will be used for the residents at Courage House. There are no refunds. The donations are not to you personally but to the organization.

If your donors have any questions regarding the tax implications of their donations, have them contact their CPA and/or accountant.

If you have any questions about setting up your Courage Champion page, please email: d.bellacera@courageworldwide.org or call (916)517-1616.



Our Mission and Vision is Big, Bold And We Believe God Inspired.

What is CWW's Mission? To change the world one individual at a time by helping people find their purpose so the needs of the marginalized in this world are met and they find theirs...

What is CWW's Vision? To equip, encourage and empower 1,000,000 people so 1000 homes & centers will be built in 100 cities & countries during the next 10 years so that hundreds of thousands of children can be set free.

A critical part in facilitating the vision is the ability to:

- be a place where individuals from all backgrounds and beliefs are collectively united in purpose and vision using their unique, gifts and talents to accomplish more together than we dare to imagine alone;
- be the largest international non-profit organization self-funded by various business ventures so that all administrative overhead is covered and 100% of all donations go directly to making a difference in the life of another;
- be an organization where employees earn market-comparable salaries to meet the needs of their families, while they are changing the world one individual at a time;
- build a legacy for our children and the next generation.



CWW Organizational Core Values.

Communicating the organization's core values are very important to us as an organization. Our values explain who we are and the types of people that we want to engage in executing our mission and vision. Our expectation is that each and every CWW Board and/or staff member as well as our ambassadors and volunteers will embrace, champion and reflect the organization's core values.

We Value ...

Courageous dreamers, pioneers & risk takers.

We are water walkers, giant slayers and history makers. We have faith and take risks. We are entrepreneurs and pioneers. We dream big dreams and imagine a future not yet attained. We expect that God will do more in and through us than we dare imagine as we dream big, live large and laugh loud.

Operations and relationships based on honesty, integrity and mutual respect.

We respect each other's uniqueness, strengths and opinions. In all of our relationships we offer and expect honesty, integrity and mutual respect.

Unity.

We are united by and committed to the mission and vision of the organization – it is greater than our personal differences and/or opinions. It is our common language. We respect lines of authority outlined in the organizational chart and agree to communicate through the proper channels. When there is disagreement or personal differences we communicate authentically and with grace-filled directness. We respect and support the decisions of leadership, setting aside our personal opinions to the greater good of the organization.

Results and goals guided by the mission & vision of the organization.

Each and every team member has a vital role in the organization's ability to fulfill its mission and vision. We work hard and take seriously the responsibilities assigned to us. We are committed to delivering results and meeting the goals assigned to us that support the mission and vision of the organization.

Advocacy for justice and those who have no voice.

Our social justice focus is one that preys upon the vulnerable, exploiting their weakness for a profit. We are to be a bold voice, advocating for the unique needs of victims within the business, government and faith based communities.

Growth in our strengths & uniqueness.

This is both an individual and corporate value. At the core of the organization is the belief that each and every one of us is created uniquely on purpose for a purpose and that each and every one of us has been given strengths, gifts and talents that God intends to use to change the world – one individual at a time. We value uniqueness and we strive to have each employee and volunteer operating and growing in their strengths while complementing each other – accomplishing more together than we ever could alone.

Excellence in all we do.



We strive to produce all our work with excellence, attention to detail and of the highest of quality to ensure the organization is highly regarded, well respected and above reproach within the community. Each and every person is held to a high standard of behavioral and professional excellence. We offer only our best – individually and collectively. We are each ambassadors of the organization, tasked with upholding its reputation within the community.

Because of these organizational values and the population we serve, we do not tolerate or employ individuals who

Lie, commit fraud, criticize or discriminate against any person or groups of people.
We consider marriage infidelity lying, taking something that is not yours
stealing and intentional inaccurate information or misrepresentation - fraud.

We do not tolerate any behaviors or attitudes that condone exploitation or violence of any type. To be a part of this team you cannot purchase sex with any individual of any age or sex, view and/or share any pornographic material, frequent strip clubs or brothels, participate in open marriages, orgies, multiple sexual partners, sex chatrooms and/or sex texting.

Behaviors that can tarnish the reputation of the organization such are public drunkenness, being charged with a DUI, rants on social media that are controversial, alienating or polarizing to any particular group and/or protected class will not be tolerated or condoned.

We will not tolerate any behaviors that promote disunity --criticism, gossip, slander of each other and/or leadership because this has the power to stop the mission and vision of the organization.

Illegal and illicit drug use is also not condoned.

We do not tolerate sloppy work, unprofessional behavior or chronic tardiness.

We ask that you consider how your behavior affects the mission/vision of the organization and the population we serve and ask that you refrain from it if brings unwanted scrutiny to the organization or if it diverts or hinders the mission and vision of the organization.





RELEASE AND WAIVER OF LIABILITY AGREEMENT

By and Between

Courage Worldwide, A Non-Profit Corporation Tax ID: 20-3126288

3031 Stanford Ranch Rd. Rocklin CA 95765 : (916) 517-1616.

AND

RECITALS (please print clearly)

The Volunteer desires to work as a volunteer for CWW and engage in the activities related to being a volunteer (the "Activities"). The Volunteer understands that the Activities may include construction and rehabilitating buildings, gardening, teaching, working with individuals whom have been infected with diseases, serving food (that may be hot), lifting heavy weight items, working in the CWW office, and working at special events.

The Volunteer hereby freely, voluntarily, and without duress executes this Release under the terms below:

1. Release and Waiver

Volunteer does hereby release and forever discharge and hold harmless CWW and its successors and assigns from any and all liability, claims, and demands of whatever kind of nature, either in law or in equity, which arise or may hereafter arise from Volunteer's Activities with CWW.

Volunteer understands that this Release discharges CWW from any liability or claim that the Volunteer may have against CWW with respect to any bodily injury, personal injury, illness, death, or property damage that may result from Volunteer's Activities with CWW, whether caused by the negligence of CWW or its officers, directors, employees, or agents or otherwise.

Volunteer also understands that CWW does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance in the event of injury or illness.

It is the policy of CWW that children under the age of 16 are not allowed on a CWW work site while there is construction in progress. Federal regulations prohibit minors between the ages of 14 and 15 from working in general construction. Minors between the ages of 16 and 17 may perform general construction work, but may not engage in certain activities that are considered ultra-hazardous. These activities include the use of power tools & motor vehicles, demolition, roofing, and excavation operation.

2. Medical Treatment

Volunteer does hereby release and forever discharge CWW from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Volunteer's Activities with CWW, or with the decision by any representative or agent of CWW to exercise the power to consent to medical or dental treatment as such power may be granted and authorized in the Parental Authorization for Treatment of a Minor Child.

3. Assumption of Risk

The Volunteer understands that the Activities include work that may be hazardous to the Volunteer, including, but not limited to, construction, loading and unloading, and transportation to and from the work sites. The Volunteer hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases CWW from all liability for injury, illness, and death or property damage resulting from the Activities.

4. Insurance

The Volunteer understands that, except as otherwise agreed to by CWW in writing, CWW does not carry or maintain health, medical, or disability insurance coverage for any Volunteer. Each Volunteer is expected and encouraged to obtain his or her own medical or health insurance coverage.

5. Photographic Release

Volunteer does hereby grant and convey unto CWW all right, title and interest in any and all photographic images and video or audio recordings made by CWW during the Volunteer's Activities with CWW, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings.

6. Other

Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the Commonwealth of California, and that this Release shall be governed by and interpreted in accordance with the laws of the Commonwealth of California. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable. By signing below, the Volunteer and, if applicable, the parent/guardian, has read, understood, and executed this Release as of the date first above written.

Volunteer Signature

Date



This Volunteer Agreement's intent is to document Courage Worldwide, Inc.'s, commitment to you, (*the volunteer*) as well as define the expected commitment and behaviors of those seeking to volunteer with us. It is our intent and desire that you find your time with us positive, rewarding and fun!

Courage Worldwide's Responsibility & Commitment to You.

1. Train You Thoroughly.

- *Don't be nervous!* We will train you with regard to our organizational mission, vision and values as well as the issue of sex trafficking and its impact upon victims. We will also give instruction on how you can fundraise for your volunteer project and/or trip months in advance. If you are volunteering in Tanzania, we will also teach you about the culture and how best to communicate. However, if there is something we forget to address, please do not hesitate to ask us.

2. Supervise you with flexibility & feedback.

- *You will not be alone!* Whether you are volunteering in the US or in Tanzania, we provide staff that will provide communication, support and encouragement. One of our core values as an organization is unity. Therefore, we value direct, grace-filled communication. In addition, we welcome dialogue about your responsibilities and/or experience. To ensure that happens, we will provide a personal supervisor who will meet with you regularly to discuss your volunteering and any associated problems you experience.

3. Utilize your Unique Gifts, Talents & Experiences.

- *You are unique and we want to honor that!* We will do our best to provide you tasks and opportunities in areas you are passionate and/or experienced at. However, like life - volunteering also requires us all to do tasks that aren't necessarily our favorite!

4. Provide a Positive Work Environment.

- To ensure that all volunteers are dealt with in accordance with our equal opportunities policy, a copy of which is set out in the Volunteers Handbook.

5. Resolve Conflicts to the Best of our Ability.

- We aren't perfect and neither are you. Where there are people there are conflicts and we vow to resolve those conflicts immediately and in accordance with our core values - directly, face to face and with grace. We endeavor to resolve in a fair and just manner any problems, grievances or difficulties which may be encountered while you volunteer with us. In the event of an unresolved problem, to offer an opportunity to discuss the issues with a member of the leadership team.

8. Offer an Opportunity to *Change the World - One Individual at a Time*.

- *This is who we are and why we exist!* The issue of sex trafficking is global and massive. If we focused on that fact, discouragement can easily seep into our efforts; therefore we focus on changing the world one individual at a time. It is our hope and prayer that while volunteering with us you too will be forever changed!

Your Responsibility & Commitment to Courage Worldwide, Inc.

I _____ (*full volunteer name*), agree to be a volunteer with Courage Worldwide, Inc., without expectation of monetary compensation and commit to the following:

1. To help Courage Worldwide, Inc., fulfil its mission and vision by performing my volunteer role to the best of my ability with a positive attitude and adherence to the organization's core values even if the assigned task is not my favorite.
2. To follow all the organization's rules, procedures and standards, including cultural and relational ones with a smile on my face.
3. To maintain the confidential information of the organization and of its clients/residents/staff and community partners.
4. To follow all guidelines with regard to fundraising for the organization.
5. To respect and meet the time commitments expressed by the organization with regard to my volunteering term and if conflicts arise, committing to quick, clear communication for alternative times/dates.
6. To be responsible for all my own expenses while volunteering.
7. To treat each individual I encounter during my volunteer term with respect and grace - discriminating against no one.
8. To follow all instructions and task assignments given by Courage Worldwide staff while volunteering.

My agreed voluntary time commitment is

This agreement is binding in honor only, is not intended to be legally binding contract between us and may be cancelled at any time at the discretion of either party. Neither of us intends any employment relationship to be created either now or at any time in the future.

Agreed to _____
Volunteer signature Courage Worldwide, Inc.

Date: _____

Volunteer role: _____