**VOLUNTEER AGREEMENT**

**KINDRED SPIRITS**

Last Updated: 4-Feb-2025

**Volunteer Agreement for Kindred Spirits Ireland**

Kindred Spirits Ireland is an unincorporated association dedicated to fostering dialogue, representing indigenous voices, and promoting inclusivity through not-for-profit events and activities. As a volunteer, you play a key role in supporting our mission and ensuring that our events are accessible, respectful, and impactful for all involved.

This Volunteer Agreement outlines the terms, expectations, and responsibilities for volunteers at Kindred Spirits. By signing this agreement, you acknowledge and agree to the following:

**1. Purpose of Volunteering**

As a volunteer with Kindred Spirits Ireland, your role is to contribute to our mission of facilitating dialogue, supporting indigenous communities, and building bridges through cultural engagement and events. Your time, skills, and energy will help ensure the success of our activities, which are focused on inclusivity, collaboration, and not-for-profit goals.

**2. Volunteer Role and Responsibilities**

As a volunteer, you agree to:

- Engage in activities that align with the mission of Kindred Spirits, which include assisting in event preparation, organizing activities, providing support to participants, and helping with administrative tasks.

- Respect the values of inclusivity and diversity at all times. We expect volunteers to promote a respectful environment for people of all backgrounds, identities, and perspectives.

- Act in a professional and respectful manner during all interactions with event attendees, other volunteers, and staff members.

- Follow the instructions and guidelines provided by the event organizers or designated leadership, ensuring that all tasks are carried out in a safe and efficient manner.

- Maintain confidentiality when handling any sensitive information related to participants, attendees, or internal discussions within the organization.

- Assist in promoting and upholding the safety and accessibility of the events. Volunteers should assist participants in any way that ensures a positive and inclusive experience for all.

**3. Time Commitment**

As a volunteer, your time commitment will depend on the specific event or activity you are assisting with. The time commitment may vary and will be communicated in advance.

- You agree to arrive on time for volunteer shifts and stay for the full duration of your scheduled responsibilities unless otherwise agreed upon.

- If you are unable to fulfill a scheduled shift or have a conflict, we kindly ask that you notify the event coordinator or leadership as soon as possible so that arrangements can be made to cover your role.

**4. Code of Conduct and Ethics**

As a volunteer, you are expected to uphold the values of Kindred Spirits Ireland and adhere to our Code of Conduct and Ethics Policy at all times, which includes:

- Treating all individuals with dignity and respect.

- Refraining from any form of discrimination, harassment, or misconduct.

- Promoting an environment that encourages open, honest, and respectful communication.

Failure to adhere to the Code of Conduct may result in removal from volunteering activities.

**5. Liability and Insurance**

As a volunteer, you acknowledge that:

- Kindred Spirits Ireland will provide a safe working environment and take reasonable steps to minimize risks associated with the activities you are involved in.

- While we do not provide personal injury or accident insurance for volunteers, we encourage you to have your own insurance if required.

- Kindred Spirits Ireland will not be held liable for any personal loss, injury, or damage that occurs as a result of volunteering, except where required by law.

**6. Confidentiality and Data Protection**

As a volunteer, you may have access to personal or sensitive information about event participants, donors, or members of Kindred Spirits. You agree to:

- Respect the confidentiality of any information that is not publicly available.

- Comply with the organization's privacy and data protection policies, including safeguarding the personal information of participants, volunteers, and other stakeholders.

You are prohibited from sharing or using any confidential information for personal gain or outside the scope of your volunteering role.

**7. Benefits of Volunteering**

Volunteering with Kindred Spirits provides an opportunity to contribute to a meaningful cause and gain valuable experience in event management, cultural exchange, and community-building. While our organization is not for profit, we aim to create an inclusive, supportive, and collaborative volunteer environment.

As a volunteer, you may also receive:

- Recognition for your contributions, including letters of appreciation.

- Opportunities for networking and professional development through exposure to various stakeholders, cultural experts, and community leaders.

- Access to certain events or workshops as part of your involvement, where applicable.

**8. Equal Opportunity and Inclusivity**

At Kindred Spirit, we are committed to ensuring equal opportunities for all volunteers, regardless of race, gender, age, sexual orientation, disability, religion, or background. We strive to create an environment that is welcoming, inclusive, and supportive for everyone.

**9. Termination of Volunteering**

Either party (the volunteer or Kindred Spirits) may end the volunteer relationship at any time with or without notice. If the volunteer is unable to continue volunteering, we request that they notify the organization in advance to ensure that the responsibilities can be reassigned.

Kindred Spirits reserves the right to terminate a volunteer's involvement if:

- The volunteer fails to adhere to the Code of Conduct or Confidentiality Agreement.

- The volunteer is unable or unwilling to fulfill their role or responsibilities.

- The volunteer’s behavior negatively impacts the organization or its mission.

**10. Acknowledgment**

By signing this Volunteer Agreement, you acknowledge that:

- You understand the expectations of your role and agree to act in a manner consistent with the values and mission of Kindred Spirits.

- You understand the time commitment and responsibilities associated with your role and will make reasonable efforts to fulfill them.

- You agree to abide by the terms and conditions outlined in this agreement, including the Code of Conduct and Ethics and Confidentiality Agreement.

**Volunteer Agreement**

By signing below, you agree to the terms outlined in this Volunteer Agreement and acknowledge that you understand your role and responsibilities as a volunteer with Kindred Spirits.

Volunteer Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Kindred Spirits Ireland Representative Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Contact Information**

If you have any questions about your role, the volunteer agreement, or Kindred Spirits, please feel free to reach out to us at:

Email: contact@kindredspirits.earth

**Conclusion**

We deeply appreciate your willingness to volunteer with Kindred Spirits Ireland. Your support is invaluable in helping us create meaningful dialogue and representation for indigenous voices, as well as ensuring our events are accessible to all. Together, we can make a positive and lasting impact in our communities.