**2019 Adult Covenant**

**The Adult Volunteer signing below desires to participate in volunteer work with LutheranHANDS and its partners. Throughout this agreement, “LutheranHANDS and its partners” includes LutheranHANDS and all of the organizations that are partnered with LutheranHANDS for the volunteer opportunities.**

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, herein referred to as the “ADULT VOLUNTEER”, agree to abide by all the rules set forth by this Covenant and agree to respect the rules set forth by all staff of the LutheranHANDS and its partners before, during, and after volunteering with LutheranHANDS.

I, the ADULT VOLUNTEER, agree to respect all those persons involved in the trip including, but not limited to, other volunteers, advisors, staff, drivers, lodging facility staff, work leaders, and members of thecommunities in which I am volunteering.

I, the ADULT VOLUNTEER, agree to respect all property while volunteering with LutheranHANDS, including but not limited to, the bus and other means of transportation, the lodging facility, the property of other volunteers, and the communities. I, the ADULT VOLUNTEER, understand that I am responsible for any damage I create to property I do not own including, but not limited to, those properties mentioned previously. I also understand that I will be responsible for leaving all property in better condition than I found it.

I, the ADULT VOLUNTEER, understand that I alone am responsible for all things I bring on the trip, herein referred to as “my property”. In the event of theft or damage to my property, I will report the situation to the staff of the trip to they may lead an investigation into solving the situation. I understand neither the staff of the trip, drivers, nor staff of the lodging facility can be held responsible in the event of a theft or damage of my property.

I, the ADULT VOLUNTEER, agree to abide by all schedules and curfews set forth by the staff and will participate in all group activities such as daily work, worship, meals, and evening group gatherings.

I, the ADULT VOLUNTEER, understand that the possession and consumption/use of alcoholic beverages, tobacco products, and narcotics is strictly prohibited and will result in the ADULT VOLUNTEER being sent home at the ADULT VOLUNTEER’s expense.

I, the ADULT VOLUNTEER, understand that sexual contact is strictly prohibited while on the trip and the disciplinary committee will consider sending the ADULT VOLUNTEER home at the ADULT VOLUNTEER’s expense.

I, the ADULT VOLUNTEER, understand that the possession of weapons is strictly prohibited. I also understand that the purchase of weapons, tattoos, and the piercing of body is prohibited regardless of age and will result in the ADULT VOLUNTEER being sent home at the ADULT VOLUNTEER’s expense.

I, the ADULT VOLUNTEER, understand that in the event of violation of the covenant a disciplinary committee of LutheranHANDS and its partners’ staff will review the case and decide on an appropriate disciplinary action. I understand that in the event of a serious violation of the covenant the disciplinary committee will consider sending the ADULT VOLUNTEER home at the ADULT VOLUNTEER’s expense. If this occurs I, the ADULT VOLUNTEER, agree to comply with the committee’s direction and agree to pay for all expenses or reimburse LutheranHANDS and its partners for all expenses incurred by sending the ADULT VOLUNTEER home via the fastest form of transportation without regard to cost.

I, the ADULT VOLUNTEER, understand that while on the trip my actions represent LutheranHANDS, its partners, and me while volunteering. I agree that I will not participate in any action that would damage my reputation, that of my group or home congregation and its leaders, or of the volunteer group while volunteering.

I, the ADULT VOLUNTEER, understand that I am responsible for the all youth on the trip with emphasis on any youth from my home congregation.

I, the ADULT VOLUNTEER, am committed to the safety of all those on the trip. I understand that I must do everything in my power to prevent injury or illness during the trip, specifically while at the work sites.

I, the ADULT VOLUNTEER, understand that the youth and the community are the main focus of the trip. I will do everything in my power to make the trip the best possible experience for the youth and the people we are helping.

I, the ADULT VOLUNTEER, understand that LutheranHANDS requires proof of compliance with Pennsylvania’s Child Protection Laws. Proof of compliance requires three documents to be on file with LutheranHANDS in addition to signing this covenant: (1) PA State Criminal Record Check Results, (2) PA Child Abuse Clearance Results, and (3) FBI Fingerprint Check Results *OR* Signed Disclosure Statement.

I, the ADULT VOLUNTEER, understand the TWO-ADULT RULE: Two approved adults must be present during any volunteer activity involving the supervision of anyone under the age of 18.

I, the ADULT VOLUNTEER, understand risks associated with expressions of affection. ADULT VOLUNTEERS must use caution when expressing affection toward children/youth and place reasonable limits on physical interaction.

I, the ADULT VOLUNTEER, understand that every effort must be made to re-direct and guide children to make appropriate choices when participating in church activities. Physical restraint and isolation will not be used except in cases where the child’s behavior puts themselves or others at risk.

I, the ADULT VOLUNTEER, will never subject a child to physical punishment including but not limited to rough handling, shoving, hair pulling, ear pulling, shaking, slapping, kicking, pinching, hitting or spanking.

I, the ADULT VOLUNTEER, will never subject a child to emotional stress including but not limited to name calling, shaming, derogatory remarks about a child or a child's family, or language or actions that threatens or humiliates the child. All behavior issues will be brought to the parents and the appropriate staff member immediately following the incident.

I, the ADULT VOLUNTEER, agree to limit electronic communication with youth: All communication through electronic media (email reminders, text messages, etc.) must be copied to the staff person’s direct supervisor. When communication with an individual supervised youth is necessary, every effort will be made to include the youth’s parent in the message.

I, the ADULT VOLUNTEER, agree to all statements in this document and my signature below is my acceptance of this Covenant.

ADULT VOLUNTEER Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

ADULT VOLUNTEER Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_