DREAM ALIVE

VOLUNTEER TRAINING HANDBOOK

This volunteer handbook has been developed by the volunteer team at DREAM Alive to assist in the volunteer process and give guidance when needed.

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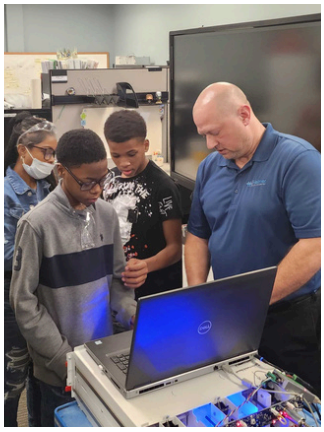
INTRODUCTION

At DREAM Alive, we believe volunteering produces a relationship of growth and development for both the volunteer and the organization. The synergy of this relationship increases effectiveness and the overall potential of DREAM Alive.

DREAM Alive provides equal volunteering opportunities for every person regardless of race, color, religion, sex, gender identification, sexual identification, national origin, age, disability, veteran status, genetics, or any other protected classification as established by law.



ABOUT DREAM ALIVE

DREAM Alive (DA) is an Indianapolis-based 501(c)(3) nonprofit serving underserved youth since 2001. Saying it another way, DA addresses racial and economic inequity for youth in Indianapolis by helping them develop career paths and increasing their wealth opportunities.

DA's seven-year continuum of programming and support is designed to help youth develop a career path, soft skills, and a professional network before high school graduation. The combination of a high school degree, clear career path, and large professional network provides vulnerable youth a real opportunity to be the first in their family to break the cycle of poverty.

DA's programs and services have seen very encouraging measurable results since 2010. We have seen a 99% high school graduation rate, with 94% of our youth on a career path (accepted to college, trade, or military).

MISSION + VISION

MISSION STATEMENT

DREAM Alive helps break the cycle of poverty by helping vulnerable youth discover career paths and mentoring them from sixth grade through high school graduation.

VISION

Through partnerships with schools, communities, and corporations, DREAM Alive provides scholars with three key opportunities: Career-focused experiential learning, mentoring relationships and character development.

CHARACTER DEVELOPMENT	MENTORING RELATIONSHIPS	CAREER FOCUSED EXPERIENTIAL LEARNING

3 PROGRAM FOCUSES

CHARACTER DEVELOPMENT

Butler University Education Department has developed over 60 lessons for DREAM Alive Staff to implement with scholars to work on character development. These lessons provide an evidenced-based practice to promote growth in character development and build emotional intelligence (EQ) skills.

MENTORING RELATIONSHIPS

Studies have shown that intentional mentoring time can lead to growth in both character development and leadership skills. For this reason, DREAM Alive has created a Lunch Mentoring Program which pairs a DREAM Alive Scholar with a volunteer whom we call, a DREAM mentor. These mentors, alongside our staff, provide countless hours mentoring our youth.

CAREER-FOCUSED EXPERIENTIAL LEARNING

By exposing youth to career paths through programmatic and progressive activities over 7 years, youth will not only achieve academic goals of graduation but will also excel to begin their career path.

DREAM ALIVE

THEORY OF CHANGE

CHALLENGE
Generic & Systematic Poverty

POPULATION SERVED: YOUTH
Ages 12-20 Attending Partner Schools
High Free and Reduced Lunch Rates High Crime Neighborhoods

YEAR 1-3 6th - 8th GRADE

On-Site Mentoring	EQ Development	Career Exposure
250 hours during school and after school	100 hours building emotional intelligence (EQ)	50+ hours of career trips each year

SHORT-TERM OUTCOMES

- More likely to graduate
- More interest in college
- More aware of career paths
- Achieve higher grades
- Less likely to be involved in violence
- More likely to succeed & be a leader
- Gain a vision for future
- Aware of their community

YEAR 4-7 9th - 12th GRADE

Mentoring	ELEVATE INDIANAPOLIS	Career/College Prep
2-4 hours per month during school hours School lunches with staff & volunteers 1-on-1 mentoring with local professionals 4+ hours per month Monthly social events	DA partners deeply with Elevate to enroll DA scholars in Elevate's state-accredited elective classes and out of school high school programming, thus creating a 6-12th grade pipeline of mentoring together.	Career workshops throughout school year College & HBCU overnight trips annually College prep work & scholarship assistance

SHORT-TERM OUTCOMES

- High School Graduate
- College/Career/Military Ready

LONG-TERM OUTCOMES

- Large Professional Network
- Full-Time Career
- Increased Wealth Earnings

MEET OUR TEAM AT DREAM ALIVE

ERIC MÜLLER
PRESIDENT + CEO

STEPHEN SMITH
VP OF PROGRAMMING

CLAIRE BASTIAN
DIRECTOR OF OPERATIONS

JILL PATRICK
VOLUNTEER ENGAGEMENT DIRECTOR

NICOLE WATKINS
GRANT + IMPACT DIRECTOR

KEON DOWDELL
HIGH SCHOOL PROGRAM DIRECTOR

ANDY CONRAD
HIGH SCHOOL DEVELOPMENT DIRECTOR

DESTINEY LEE
MIDDLE SCHOOL PROGAM DIRECTOR

ADRIANA HERNANDEZ
MIDDLE SCHOOL SITE DIRECTOR

SIERRA TWIGG
MIDDLE SCHOOL SITE DIRECTOR

DERIAN PARKER
MIDDLE SCHOOL SITE DIRECTOR

JOY GAYFLOR
MIDDLE SCHOOL SITE DIRECTOR

ANTHONY COLEMAN
MIDDLE SCHOOL SITE DIRECTOR

JOCELYN WYNN
MIDDLE SCHOOL SITE DIRECTOR

OUR COMMITMENT TO VOLUNTEERS

1

ONBOARDING AND TRAINING

The DA volunteer engagement director will provide onboarding training that all middle school and high school volunteers must attend before they are allowed to volunteer with our programs. The volunteer engagement director will contact you to setup your training.

2

RESPECT

We desire for our staff, volunteers, and scholars to live a life that is respectful to those around us. The DA staff will treat each volunteer with respect and dignity. DA provides equal volunteering opportunities for every person regardless of race, color, religion, sex, gender identification, national origin, age, disability, veteran status, genetics, or any other protected classification as established by law.

3

CONFIDENTIALITY

The volunteer engagement director and all DA staff will keep information about the volunteer confidential if it does not pertain to a DA scholar or another student not in DA.

4

ONGOING TRAINING

The volunteer team will provide training on various topics throughout the year as needed. These trainings are to ensure each volunteer is aware of the population and demographics of the students we serve. These trainings will also give insight into the best way to develop relationships between scholars and volunteers, as well as scholars and team members.

5

END OF SCHOOL YEAR - CHECK IN SURVEY

The volunteer engagement director will provide an end-of-the-school-year check-in survey to any DA lunch mentor. Lunch mentors are strongly encouraged to stay in touch with the volunteer engagement director to ensure the mentor and scholar are on the same page with their mentor relationship.

VOLUNTEER CODE OF CONDUCT

RESPECT

At DA, we want our volunteers, scholars, and staff to be treated with respect.

- We ask that volunteers promote a respectful community within DA.
- Treat all staff, other volunteers, and especially scholars with respect, courtesy, and dignity.
- Avoid insensitive or offensive language.
- Refrain from engaging in physical or emotional violence towards others.
- Make efforts to understand and honor each other and the local culture.
- Follow all rules and policies set forth by DA staff.
- Using offensive language or behavior may be grounds for disciplinary action.

ZERO-TOLERANCE APPROACH

The purchase or possession of alcohol, illegal drugs, and/or weapons is strictly prohibited while at any DA gathering or event. Volunteers are serving and leading minors, and because of this, DA staff has the right to ask a volunteer about this situation or can ask a volunteer to leave if they believe they are under the influence of any substance or if a staff member is told this is happening from a scholar.

INAPPROPRIATE RELATIONSHIPS OR BEHAVIORS

- Model behavior that respects the human rights of all people and protects our scholars from exploitation and abuse.
- Avoid inappropriate physical or sexual relationships with other volunteers, staff, or community members.
- At no time may volunteers engage in sexual activity with a scholar (regardless of the legal age of consent). More specifics are defined in the procedures identified later in this handbook.

MAINTAIN CONFIDENTIALITY

Our scholars are building trust with our volunteers even if they are only with them once a month. We ask that the conversations volunteers have with scholars maintain and respect the confidentiality of all involved with DA. Unless a volunteer has received approval, whether written or verbal, do not disclose information shared by a scholar. The exception is that DA and our volunteers are required to disclose any type of abuse or maltreatment. Regardless of whether the scholar asks a volunteer not to say anything, volunteers are required to disclose any suspected abuse to the Program Director or DA staff.

VOLUNTEER CODE OF CONDUCT

GIFT/MONEY REQUEST GUIDANCE

Please do not exchange gifts with scholars or community members without first consulting with a DA staff member. This helps to avoid any potential misunderstandings, embarrassment, hurt feelings, or jealousy. Our staff is happy to help suggest ways to work through a situation if it should arise. Volunteers will be developing a relationship with scholars, and for some, this is done over a meal. This does not mean we require our volunteers to purchase food for our scholars, but do understand they may also ask this of volunteers. We do not encourage this and ask that each volunteer have a conversation with their scholar about the volunteer's comfortability and boundaries with paying for meals or other things for a scholar.

CANCELLATION POLICY

DA relies on our volunteers for the various things we do with our scholars. To care for and be the safest we can be, we need those who signed up to attend an event to show up at the event. At the same time, we do understand things come up in our schedules. If a volunteer is unable to attend a DA event in which the volunteer has previously committed, we ask that the volunteer reaches out asap to inform the volunteer team of the change in availability.

INDIVIDUAL VOLUNTEER OPPORTUNITIES

MIDDLE SCHOOL TEAM MEMBER

We meet with our scholars after school from 4:00 to 6:00 PM to build relationships, teach lessons, and have fun. We are looking for volunteers to help chaperone and/or lead alongside us at these gatherings.
Commitment: Consistently 1x per week for one school semester.

HIGH SCHOOL TEAM MEMBER

Partner with DA staff and chaperones and/or lead our high school weekly meetings and monthly socials. We meet with our high schoolers one evening per week during the school year to build relationships with them and participate in career exploration lessons, cookouts, sporting events, etc.
Commitment: Consistently for one school semester.

HIGH SCHOOL LUNCH MENTOR

Looking to develop a mentoring relationship with one of our scholars? We have many students who are eager to connect with a mentor. Come alongside our students during their lunch hour and build a valuable relationship with them.
Commitment: 2x per month during scholar's lunch hour (September - April)

SPECIAL EVENTS

We host 2 special events each year for our scholars, including our DREAM Christmas in December and DREAM Awards in April. We're always in need of volunteers to help us make these events run smoothly.
Commitment: 1 evening in December and/or 1 evening in April

SUMMER CAMP

Seeking volunteers to share and give perspective about their career during our 4-week summer camp in June. DA also needs companies willing to host a job shadowing experience for a small group of scholars.
Commitment: One day during the month of June.

Contact our Volunteer Engagement Director at jill@dreamaliveinc.org if you'd like to sign up for any of these options.

CORPORATE VOLUNTEER OPPORTUNITIES

HOST A CAREER FIELD TRIP

We believe dreams are created by exposure to new experiences and ideas. Volunteer with us by hosting a group of our scholars at your business or place of employment. Hosting a 1.5-hour career trip not only exposes our scholars to new careers, but it has also changed our scholar's lives by showing them career paths they can explore.
Commitment: 1 - 1.5 hours on a weekday afternoon between 4-5:30pm to host approximately 20-25 scholars.

SPONSOR AN EVENT

DREAM Alive hosts 3 annual events each year and we need sponsors to help make each event a success.

- DREAM Christmas (annually in December)
- DREAM Makers Luncheon Fundraiser (annually in February)
- DREAM Awards (annually in late April)

Contact our Volunteer Engagement Director at jill@dreamaliveinc.org if you'd like to sign up for any of these options.

LUNCH MENTOR PROGRAM

Did you know that youth who are mentored are 55% more likely to go to college and 130% more likely to hold leadership positions as an adult? Mentoring is a key component of our high school program and we can see first-hand the powerful effects it has on our youth.

Our lunch mentoring program allows busy professionals to spend (2) 1-hour lunches with a high school scholar each month (September - April).

Program Details:

- Typically 10 sessions between September - April
- Sessions take place on Tuesdays or Thursdays at either Arsenal Tech HS, Shortridge HS or Purdue Polytech HS.
- Time slots available between 10am-2pm
- DREAM Alive provides the lunch; we simply ask for your time!

Commitment & Requirements:

- Must be 21 years of age or older
- Agree to a background check
- Willing and able to consistently attend the lunch mentoring sessions

BECOME A DREAM LUNCH MENTOR

DIFFERENT WAYS TO CONTACT YOUR MENTEE

As you get to know your lunch mentee on a more personal level, our hope is that you will connect with he/she outside of the lunch mentoring sessions. Below are some appropriate communication methods for you to get in touch with your scholar.

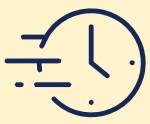
TEXT/CALL
Try texting or calling if your scholar is unresponsive.

INSTAGRAM
Try DM'ing your scholar through Instagram. 90% of our scholars use Instagram, and sometimes when phone numbers change, Instagram is a great way to contact them. You're welcome to follow a scholar, but you don't have to follow them to be able to message them.

TEXT/CALL PARENT
Try texting or calling your scholar's parent if they are unresponsive to all the above. Some scholars simply don't always have access to a mobile device. Try and develop a relationship with your schoalrs parents.

TEXT/CALL DA TEAM LEADER
Reach out to a DREAM Alive Staff member if you still can't contact your scholar. We will do our best to reach out, then take appropriate actions to identify the root cause of the lack of communication.

TIMELY COMMUNICATION



24-HOUR RULE: Try to return all communication with scholars and your DA Staff within 24 hours. We understand that everyone has very busy schedules; however, we are trying to build and model healthy relationships with our scholars. Please commit to do your best to return communication to your scholar and DA staff within 24 hours. Obviously, there is much grace offered, but let's develop a culture of timely, professional communication, especially during such a virtual age.

DREAM MENTORING PROCEDURES

While most mentoring sessions will be held during the school lunch hour, we do encourage mentors to build a more personal relationship with their scholar outside of school time if their schedule allows. To better protect our mentors and scholars, here are some important procedures to follow at DA to ensure the safety of our mentors, staff, and scholars.

TIME & LOCATION PROCEDURE

- No scholar should be out past 10:30 PM (unless otherwise approved by a DA staff).
- No scholar can go to a mentor's home alone.
- No mentor can be alone at a scholar's home.
- It is heavily advised and recommended to do activities in public locations, or with multiple people, mentors, or scholars.
- Outside of driving together, you are required to notify and get permission from a staff member if you will be alone with a scholar for any amount of time.

SOCIAL MEDIA PROCEDURE + COMMUNICATIONS PROCEDURE

Due to the sensitive nature of private conversations and the need for discernment and protection, DA has the following procedures regarding various social media outlets and personal communications:

- Facebook, Twitter, and Instagram: You may follow a scholar and a scholar may follow you. Please utilize discernment in communications.
- Snapchat: You may not snapchat a scholar.
- Texting: You may text scholars. However, if a scholar of the opposite gender texts you, please direct the conversation to staff of the same gender.
- Phone Calls: You may speak with scholars on the phone. However, if a scholar of the opposite gender calls you, please limit interaction to important information and direct the conversation to staff of the same gender.

TRANSPORTATION PROCEDURE

When DA transports scholars, we require that the same gender sit in the front seat as the driver. We strongly discourage students of the opposite gender to ride alone with a staff member, mentor or volunteer. However, we realize this may be necessary from time-to-time. In this case, the student of the opposite gender should always ride in the backseat of the vehicle. If there is ever a question or clarification needed regarding transportation, please ask a staff member.

DREAM MENTORING PROCEDURES

CONVERSATION PROCEDURE

- While we encourage conversations across gender spectrums, an adult staff or mentor is discouraged from having a one-on-one conversation with a scholar of the opposite gender alone in a closed-off area.
- If you need to have a conversation with a scholar of the opposite gender, we encourage the conversation to happen with others in the room or in a public place. If necessary, pull in another adult to have this conversation with the scholar.
- If a scholar shares anything with you regarding abuse, sexual misconduct, bullying, or any issues otherwise sensitive in nature, you must share the information with the program director or DA staff. If you are not able to get in contact with a DA staff member within 30 minutes, please report the abuse to the Department of Child Services (DCS) by calling, 317-234-5437.
- If you are unsure if what was shared would be classified as sensitive, please share with your Volunteer Engagement Director or DA staff to be safe. DA is required by law to report to the Department of Child Services (DCS) any abuse, sexual misconduct, and any situation that we become aware of that puts a child at risk.
- Even if a scholar asks you not to share with anyone, it is required for you to share with your High School Program Director, DA Staff, or the Volunteer Engagement Director.
- We recognize that bonds of trust are not simple to make, but it is ultimately in the best interest of the scholar's and DA's safety that this sort of issue be addressed immediately.

SIGNS OF ABUSE

Below are some indicators of abuse to watch out for, as well as guidelines for appropriate responses. Keep your eyes and ears open. If you notice any of these indicators, please report your concerns to a DREAM Alive staff member.
This is an edited resource from Big Brothers Big Sisters

SEXUAL ABUSE

Sexual abuse includes even that which is not forced but in which the child gives approval and seems cooperative. This may involve touching the child's genitals. Some kinds of assaults involve no physical contact. A child may be asked to undress or otherwise expose himself. Possible indicators of sexual abuse:

- Difficulty walking or sitting
- Unwilling to change for gym (there may be other possible reasons)
- Torn, stained, bloody underclothings
- Pain, swelling, itching, bruises, bleeding, or scarring
- Withdrawal, fantasy, infantile behavior in genital area
- Takes on portions of adult role
- Discharge from genitals
- Sexual abuse of other children
- Fecal soiling or retention
- Unusually close relationship with an adult
- Pregnancy in younger girls where father is "unknown"
- Recurring urinary tract infections
- Extreme over-protectiveness of child by an adult
- Venereal disease
- Emotional maltreatment— almost any mental or behavioral disorder
- Preoccupation with sex

NEGLECT

Neglect involves inattention to the basic needs of a child, such as education, food, clothing, shelter, medical care, and supervision.

- Hunger, poor hygiene, inappropriate dress
- Consistent fatigue
- Consistent lack of supervision
- Extreme efforts for attention
- Underweight, poor growth
- Poor school attendance
- Abdominal distention
- Unusual concerns or responsibility for younger siblings
- Skin problems, bald patches
- Delinquency, substance abuse
- Begging, stealing food
- States there is no caretaker
- Extended stays at school or in public places

SIGNS OF ABUSE

PHYSICAL ABUSE

Physical abuse tends to be episodic, while neglect tends to be chronic.

- Unexplained bruises and welts (especially on the face, torso, etc.; in various stages of healing; appear at predictable time after absence, weekend, etc.)
- Unexplained fractures (head, in various stages of healing, multiple)
- Unexplained burns (cigarette, patterned, rope burns)
- Lacerations or abrasions (especially on mouth, genitals)
- Wary of adult touch
- Aggressive or withdrawn
- Apprehensive when other children cry
- Indiscriminately seeks affection
- Extreme efforts for attention
- Frightened of parents/afraid to go home
- Reports injury by parents
- Reluctant to change clothes for gym (hides bruises)
- Parents show dislike, impatience toward child
- Illogical explanations for injuries

GUIDELINES ON YOUTH ABUSE

If a young person comes to you about abuse, especially sexual abuse, use these guidelines:

- Attempt to remain calm and deal with the disclosure at their reaction level.
- Maintain eye contact while talking with the youth.
- Stress that the youth did the right thing by telling you.
- Allow the youth to relate the incident in his/her own terms.
- Stress that you believe them.
- Tell them the abuse was **NOT** their fault.
- Convey that you feel bad and want to help.
- Do not ask questions unless the youth wants to answer them.
- Avoid displays of shock.
- Show compassion to indicate your friendship is constant and they are still worthy.
- Never use terms such as “bad,” “awful,” or “disgusting” to describe the incident. The youth may feel he/she is disgusting due to his/her role in the incident.
- Do not confront the abuser.
- Do not make a promise to keep the information confidential.
- Tell the youth you have a responsibility to report to the DA staff.
- Call the DA Program Director as soon as possible.

REPORTING ABUSE

REPORTING ABUSE

Every volunteer who discovers or suspects an abusive situation with their scholar has the responsibility to report the situation to the appropriate authorities. Start with the DA Vice President of Programs; he will guide you through whatever process is necessary. Youth sexual abuse is criminal behavior. As a volunteer/mentor, you are a mandatory reporter of abuse. Individuals who report suspected victimization have the right to confidentiality and immunity from prosecution.

SUPPORTIVE STATEMENTS TO USE WITH YOUTH

- “You did the right thing by telling me and I believe you.”
- “What happened to you was wrong, but it was not your fault.”
- “There are other people we must tell what happened, but don’t worry, I will be with you to help.”
- “The person who hurt you needs help so that he/she will never hurt you or another child again.”
- “I’m really glad you told me because now we can do something about it.”
- “You must remember it is not your fault.”

INCIDENT PROCEDURES & REPORTING LADDER

If you witness any sort of abnormal, wrong, or questionable activity from a scholar, please report it as soon as possible to the Vice President of Programming or another DA staff member. They will determine whether this should be handled by staff or the school.

If you are a mentor and believe you need to share an incident, conversation, or rumor with DA, please share with a DA staff member as soon as possible. The DA staff will report to the Vice President of Programming. The VP of Programming will report to the President and CEO. DA explicitly asks that whatever you report remains confidential between you and the DA staff.

POPULATION THAT DREAM ALIVE SERVES

DREAM Alive's (DA) program starts in Middle School with 6th, 7th and 8th graders in the Indianapolis area. We currently serve students at Arlington Middle School, Howe Middle School, Longfellow Middle School, Northwest Middle School and Paramount Middle School. Our aim is to engage scholars and expose them to as many career fields as we can. We do this with various volunteer opportunities that are listed previously, as well as with dedicated staff who are working with our scholars 24/7/365 days a year. When our scholars move on to high school, we keep in touch with them. Regardless of where they go in the city of Indianapolis, we continue to pursue a relationship with them. As of now, we primarily serve students at Arsenal Tech High School, Shortridge High School, Purdue Poly Technic High School, Crispus Attucks High School and a few other high schools around the city.

At DA, we desire for you, our volunteers, to understand a little more about what our scholars deal with daily. Amidst of learning all the skills that we are teaching them in DA, they are having to manage a variety of stressors and situations that many in our world will never have to deal with. To give a small glimpse into their lives, we want you to know that some of our scholars come from a single-parent family, live in poverty, and may be exposed to substance abuse at a young age.

That's where DA comes in; we mentor and care for our scholars holistically. We care to know who they are and what they need on the basic level, as well as call them into higher learning to be all they can be to have the brightest future. We call them to DREAM their biggest dreams. We look forward to having you along the ride with us.

EQUIPPING TO SHARE LIFE EXPERIENCES, DREAM MENTOR EXCELLENCE

- DA will be working with these students for seven years. This is a marathon, not a sprint.
- There will always be an opportunity to share some of life's big truths, even in situations when you can't have a long conversation.
- Most of our students are slow to trust people due to their backgrounds, but when you build relationships with them, that can change!
- Pursue them in conversation to share your life story with them.

TEN PRACTICAL WAYS FOR LIFE INFLUENCE

Share your Story

- One of the best ways to connect with the students.
- We want to share our lives with them (go beyond the academic relationship).
- Share your story, how you were successful or unsuccessful, and how you learned from those experiences.

Following up with scholars:

- During DA's gatherings in which a lesson is taught, follow up with your scholar on what they learned.
- Find out what they understand. Talk through it with them. Reinforce what they are learning.
- Find out what they don't understand. Talk through it with them. Explain from your understanding how they can understand the lesson.
- Even if they are not being taught a lesson, still follow up on what they are learning at school or in general.

Intentionally answering questions:

- Because our scholars do not typically have a consistent, older, wise influence in their lives, it is crucial that we provide their questions with a thoughtful response that you would stand by.
- Relationships are grown out of taking your scholar seriously and providing solid advice.
- It is perfectly acceptable to tell your scholar "I don't know, I need to think about that, and I will get back to you," if you are unsure how to answer a question.
- Think about how your advice might affect your scholar and how it could change their behavior before you give advice.

Big Group Discussion:

- Sometimes students open up in a group setting because they don't feel the pressure of an intense one-on-one conversation.
- Students really do want to have these conversations; they want to share their opinions.
- If you show them vulnerability in a group setting, then they will feel more comfortable following up with you and being vulnerable themselves.

Reflecting/Journaling:

- If you have a process by which you reflect on life, begin to share that with your scholar.
- If your scholar seems interested in your process of reflection, then ask them to commit to a month of trying it on their own.
- Help them set a goal.
- Help them reach their goal.
- Give them constructive feedback.

Participating with them, sharing life:

- It's great to chaperone but it's better to chaperone AND participate.
- Scholars don't normally have adults participating with them.
- Because our scholars are not used to adults investing in them, your presence has an impact, whether you know it or not.

Car Rides:

- This is an opportunity to hear about their lives and to share your life with your scholar.
- Build life-on-life experiences here.
- Reminder: **EVERYONE ALWAYS MUST WEAR A SEATBELT,**

Sports Games:

- This is all about investing in the students.
- Ask your scholar for their sports schedule.
- Show up at their sporting events. This shows that you really care about them.
- Most of our students' parents don't attend these events.
- DA should show up and get hyped at these events.

Music:

- Try to refrain from listening to explicit music. The scholars are up to date with music and often play music that does not support the character development that DA provides.
- Use the lyrics and concepts of the music as a springboard to talk about life.

Bus Time:

- This is a really good time to talk with students.
- DREAM mentors should spread out in the bus among the students.
- Don't forget about the students while on the bus; remember why you are there.
- Because the atmosphere is louder on the bus, this can oftentimes allow students to feel more comfortable about sharing about deeper things; they don't feel like everyone is listening.

VOLUNTEER WAIVER

I, the undersigned volunteer (“Volunteer”) of DREAM Alive (“DA”), agree and understand that the purpose of this organization is to break the cycle of poverty by helping vulnerable youth discover career paths and mentoring them from 6th grade until high school graduation.

I hereby release DA and its directors, staff, and agents from all claims, responsibility, liability, or causes of action, for any injury, loss, or damage that I may incur in connection with my volunteer activities at DA. I understand that various volunteer positions require a criminal background check(s). If required, I hereby authorize DA to run such background checks. I understand that I will be notified prior to a background check being run.

By signing this waiver, whether physically or by digital verification, I certify that the information contained in this application is correct and true. If DA determines that any of the information submitted in this application or any other documentation provided is false, I may be immediately disqualified from consideration for volunteering and/or discharged from volunteer service.

I understand and acknowledge that either party may terminate this volunteer relationship at any time and that submitting this application does not imply a guarantee to volunteer. Upon acceptance as a Volunteer, I agree to serve under the leadership, guidance, and procedures of DA for the duration of my volunteer service. Further, I grant DREAM Alive full permission to use my likeness for any legitimate purpose whatsoever.

By signing this waiver, I have also agreed that I have read, understand, and will follow the guidelines and procedures that are explained in the DREAM Alive Volunteer Handbook.

THANK YOU

If you have any further questions about this Volunteer Handbook or your role as a volunteer with DREAM Alive, please reach out to our Volunteer Engagement Director:

Jill Patrick
614-715-0170
jill@dreamaliveinc.org
www.dreamaliveinc.org

DREAM ALIVE