



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



Whole WoMan Network (WWN) Volunteer Handbook

TABLE OF CONTENT

WELCOME MESSAGE FROM WWN FOUNDERS	2
VISION / MISSION STATEMENTS	3
OUR VALUES / GUIDING PRINCIPLES	3-4
OUR HISTORY / PEOPLE	5-6
CODE OF ETHICS	7
HOURS OF OPERATION / HOLIDAYS	8
EQUAL OPPORTUNITY ENVIRONMENT	8
VOLUNTEER ORIENTATION/ON TRAINING	8
PUNCTUALITY AND ABSENCES	9
REMOVING WWN ITEMS AND PROPERTIES	9
TRANSPORTATION POLICY	9
SMOKING / DRUG FREE POLICY	10
PROBLEM SOLVING / ESCALATION PROCEDURE	10
DISENGAGEMENT OF VOLUNTEER SERVICES	10-11
CONFLICT OF INTEREST POLICY & AGREEMENT	11
DISCLOSURE OF NEWS OR INFORMATION POLICY	11-12
HARASSMENT POLICY	12-13
CONFIDENTIALITY OF CLIENT AND DONOR INFORMATION	13
COPYRIGHT AND USE OF TRAINING MATERIALS	13
COMPUTER, ELECTRONICS AND COMMUNICATION POLICY	13
POSTAGE, COPY AND FAX MACHINES	13
POTENTIALLY HAZARDOUS OR EMERGENCY SITUATIONS	14
RENUMERATION / RECOGNITION OF VOLUNTEER HOURS	15
FORMS	15



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



WELCOME MESSAGE FROM WWN FOUNDERS

*“Never believe that a few caring people can’t change the world.
For indeed, that is all who ever have.”*
~Margaret Mead~

Dear Volunteer,

Thank you for choosing to partner with us by joining the Whole WoMan Network volunteer program.

When we founded Whole WoMan Network in 2010, one of our biggest dreams was to create a community of change-makers and leaders, all across Africa.

We applaud you for taking action by becoming one of our valued volunteers. You are joining a wonderful network of other ethical, passionate, visionary, transformational and creative leaders who are committed to taking aligned collaborative action steps towards creating sustainable, positive changes in their communities.

Please, take a moment to read through the information in this volunteer handbook and also visit our website (<http://www.wholewomannetwork.com>) for more information about our organization, our culture, opportunities for collaboration on various projects and our calendar of upcoming events and trainings (Please, note that our website is currently being updated).

We welcome you to what promises to be an engaging, educating and empowering experience. Once again, thank you for taking action and we look forward to exchanging value with you.

Warmest Regards,

Diana Barikor-Wiwa, *Co-Founder and Operations Director*
Juliet ‘Kego Ume-Onyido, *Co-Founder and Executive director*
On behalf of **Whole WoMan Network**



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



VISION / MISSION STATEMENTS

Vision

To become a unique Global Hub for Visionary African Leaders at home and in the Diaspora, who collaborate on issues affecting our overall social well being, and thus birth a new Africa.

Mission

To raise a New Generation of Transformational, Ethical and Creative African Leaders, by engaging, educating and empowering Women and Youths through active community development.

OUR VALUES / GUIDING PRINCIPLES

Our Values

- ✓ Passion
- ✓ Integrity
- ✓ Empathy
- ✓ Creativity
- ✓ Community
- ✓ Collaboration
- ✓ Accountability
- ✓ Commitment to Excellence

Our Guiding Principles

Some core related principles are the cornerstones of our Social Enterprise Model and guide all of WWN's Projects, Trainings, Collaborations and Community Engagements:

- **TRACE Community Development Model:** A unique, funnel and grassroots approach to sustainable development with measurable results and outcomes;
- **#EmpoweredCitizenry:** The idea that leadership is primarily a values-exchange between the leaders and the



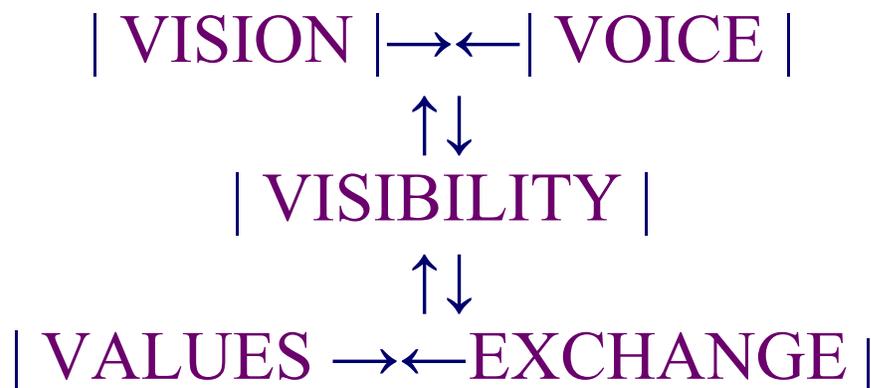
Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



citizens. And emphasizes the power of an awakened and aware citizenry to create sustainable change at the top.

- **#BridgingTheIntegrityGap:** The precept that within every individual there exists an integrity gap and that the more we become aware, take responsibility and narrow these gaps, the more we can become transformational leaders within our circles of influence.
- **5 P's of Empowered Living:** Power, Passion, Purpose, Profit and Path;
- Our unique Transformational Leadership model captured by WWN's proprietary Values Hierarchy Quadrant [Concepts included: Emotional, Intellectual and Experiential Intelligence Quotients, Understanding the 'DOING' and 'BEING' axis of transformational personal leadership, the relationship between values hierarchy and unlocking leadership potentials, the concept of leadership as service etc.]:





Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork

**RAISING A NEW
GENERATION
of TRANSFORMATIONAL
ETHICAL and CREATIVE
AFRICAN LEADERS**



OUR HISTORY / PEOPLE

Whole Woman Network, WWN, is an Empowerment and Leadership Social Enterprise founded by two Nigerian ladies (resident in Canada), **Diana Barikor-Wiwa** and **Juliet 'Kego Ume-Onyido**, while both were undertaking their Masters' degrees at the Ontario Institute for Studies in Education (OISE), University of Toronto, Canada and Manchester Business School, University of Manchester, UK, respectively.

At inception, WWN was started as an informal Networking group for a few women in York Region. The objectives were simply to provide a safe space where women could express their dreams, begin their journey of self-actualization, motivate and share tips and strategies on healthy lifestyle ('Business-Financial-Spiritual-Leisure-Health-Work-Life' integration) solutions and hold one another accountable on their various goals and dreams.

The organization was launched at the Richmond Hill Centre for the Performing Arts on December 4th, 2010. It is headquartered in Ontario Canada with most of its programs delivered in Africa.

WWN Timelines

January of 2011: WWN started the "The Healthy Lifestyle Clubs". The inaugural session was held at the Richmond Hill Public Library. And subsequent monthly sessions were held at the Meeting Room located in Loblaws (Bayview & High Tech Road), Richmond Hill, Ontario, Canada. The program includes the Healthy steps walking clubs and nutrition session by a team of subject matter experts (Doctors, Nutritionists, Fitness Experts etc.)

July of 2011: WWN started the 'Inspired Reading' book club series and provided over 2000 copies of novels and motivational books (sourced from individuals, libraries and thrift stores in Canada), at discounted rates, to women in Nigeria. This enabled them to kick-start sustainable business ventures as mobile book sellers/vendors, offering fee-based book loaner programs in their communities.

January of 2012: WWN introduced their acclaimed Financial Literacy and Esusu* Saving Programs for women and ingeniously delivered these workshops in the homes of their target population, using the popular *home party* model employed by successful direct sales companies.

July of 2012: A few months after successfully running sessions and batches of their Financial Literacy and Esusu* Saving Programs respectively, they launched their Lifestyle Loans Programs for women (LLP).

July of 2013: WWN attracted its first Angel Investor and began a phased expansion of its group coaching programs and training offerings. *(There are now 13 Angel investors in our Network and they also form our core Advisory Board).*



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



January of 2014: WWN launched a group real estate investment for its members.

January of 2015: WWN obtained its first private-partnership grant and completed its initial series of international leadership trainings for women and girls (**SEED4HER Program**).

April of 2015: (on *International Poetry Day*), WWN launched the **Poetry4Change** initiative and a radio show on 105.9 FM The Region, **“FLOETRY by JulietKego”**, anchored by one of the co-founders.

June of 2015: WWN’s co-founder, Juliet Kego Ume-Onyido, partnered with Ladies Fund (an organization successfully operating in Canada, USA and Pakistan), ‘Educate a 1000 Girls’ Initiative, the British Council and Local leading media outlets, to raise funds and deliver the Educate A Girl, Nigeria Initiative. The goal of the initial phase of the project is to educate and empower 500 girls from all the six major geopolitical zones in Nigeria, by October 2015, on Media Studies and Journalism.

From its inception till date: WWN has continued to develop a series of proprietary leadership frames, blueprints and training programs. The focus is to provide a collaborative platform and act as *bridge-catalyst* by engaging, educating & empowering women and youth leaders (in particular, women of African and Caribbean descent, at home and in the diaspora), to live with purpose, passion and power and thus, transform their communities!

WWN is a membership-based organization and the membership fees are paid on an annual, rolling calendar basis. WWN training, coaching, consulting programs, projects and services are delivered via several channels. They include: collaborative projects partnerships with different joint-value partners (Individuals, Corporate entities, Not-for-profit groups and Government agencies), certification trainings, personal development seminars, webinars, workshops, keynotes, creative and fun networking opportunities and inspirational learning sessions, all facilitated by our network of dynamic subject matter experts (SME). Presently, WWN membership base extends to over eleven (11) countries across Africa, Caribbean and North America.

WWN runs a sustainable social enterprise model, in which at least fifty percent (50%) of the organization’s profits are reinvested back into projects and programs that create social change, especially for women and girls.

Our proprietary programs and services include:

- i) **SEED4Her Initiative** – Sustainable Empowerment & Entrepreneurial Education Development programs for young girls in secondary schools and universities. (It includes a unique ‘Signature Style’ program, Leadership, Communication, Entrepreneurship, Empowerment and Community Development trainings).
- ii) **FLOW: Financial Literacy for Women** – A holistic approach to understanding money, wealth mastery and create sustainable economic empowerment.
- iii) **POETRY4Change** – An initiative that uses the power of poetry, spoken word and creative writing to create awareness about issues in the society and thus effect change. It empowers the youths (especially girls), to develop



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



communication skills (finding, embracing and using their voices in matters that affect their overall well-being), by leveraging the power of social media.

iv) **Lifestyle Loan Program (LLP)** – Making your money work for you by applying common sense to money-sense! The focus is on creating sustainable economic empowerment for women by directly providing loans to fund small-scale businesses, skill acquisition training and other critical lifestyle needs.

v) **WWN Life Transformation and Business Coaching Programs –**

i. “UN-Locking Your HeART of Leadership”

ii. “90-Days to a Healthier, \$exier, Wealthier Bu\$ine\$\$!”

WWN coaching programs uses an integrated approach, which is broadly divided, into two streams:

i. Business Coaching Programs (Holistic Business Strategy Sessions, Personal, Business and Organizational Branding, Wealth Creation & Business Coaching);

ii. Leadership Coaching Programs (Personal Development & Transformation, Relationship Building, Community Development and Social Responsibility), thus building up a ‘Whole WoMan.’ Key differentiators of our Leadership programs are our unique proprietary frames: #BridgingTheIntegrityGap and #TRACE Community Development model.

CODE OF ETHICS

Every volunteer represents WWN to the public and is required to demonstrate behaviour consistent with our core values, guiding principles and objectives. Personal and professional contacts, telephone conversations, and written communications sent from WWN shall portray the highest levels of professionalism. Respect for all, regardless of religious denominations, genders, backgrounds and beliefs are also required. The continued success of The Foundation is dependent upon the community’s trust and confidence in its practices, assurance of its strict compliance with all applicable laws and regulations and careful attention to financial controls and accountability. To that end, volunteers are expected to conduct themselves with exemplary integrity and legal behaviour. Any illegal, dishonest or unethical conduct will result in immediate termination of service with Whole WoMan Network.

HOURS OF OPERATION / HOLIDAYS

WWN’s Holidays and hours of operation vary from country to country. We strive to adapt to the cultural and religious sensitivities of the different locations where we conduct our training programs, projects and services. These schedules will be communicated to the volunteers ahead of time to ensure accessibility. Most of our trainings are between 9 am to 5 pm local time, unless otherwise specified.



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork

**RAISING A NEW
GENERATION
of TRANSFORMATIONAL
ETHICAL and CREATIVE
AFRICAN LEADERS**



EQUAL OPPORTUNITY ENVIRONMENT

WWN is an equal opportunity volunteer organization and will not discriminate on the basis of race, color, national origin, religion, age, gender, marital status, sexual orientation, height, weight or disability. Please, speak with the Executive Director if you believe this policy has been violated.

All volunteers are required to have a background check and/or provide a reference letter prior to being accepted as a volunteer. The particular requirement will be communicated to each volunteer ahead of each training program.

VOLUNTEER ORIENTATION/ON GOING TRAINING

We welcome new volunteers on a continuous basis. Initially, an appointment time is set for an informational interview for each potential volunteer. This interview includes a question and answer session and a review of the volunteer handbook materials. We ask new volunteers to complete an application packet and bring it with them when they attend their scheduled training programs. Typically, once a formal volunteer commitment is established, the new volunteer is automatically added to WWN's mailing list to receive updates and notifications.

Volunteers are offered the opportunity for cross training in various training programs. This allows for variety and flexibility in matching volunteer interest and ability to the needs of WWN and the program participants. Volunteers are also expected to attend regularly scheduled volunteer meetings (these meetings may either be offline or online via tele-conferencing, video conferencing or webinars). Extra training is sometimes scheduled and volunteers are encouraged to attend these sessions. Periodic volunteer retreats may also be offered.

Important: After successfully completing forty, (40) volunteer hours with WWN, ALL our volunteers become eligible for a **fifty percent (50%) discount** off WWN membership fees and training programs (this offer includes our Leadership certification programs).

PUNCTUALITY AND ABSENCES

Every volunteer's role is important. WWN depends all volunteers to be at their training, workshop or project location at their respective scheduled time(s). In case of illness or emergency, please call your Team Leader or Volunteer Coordinator, as soon as you know you will not be able to come in for your normal shift. In addition, please let your Team Leader and/or Volunteer Coordinator know in advance of any time when you will not be available due to vacations, family and other personal commitments. If possible, please find another volunteer to fill in for you. If you are not able to find a substitute, let us know so we can make arrangements to cover your absence. WWN strives to empower our volunteers to reflect our values in their personal and professional lives. High levels of Personal Integrity, Responsibility, Time Management and Accountability are highlights of every volunteer experience.



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



REMOVING WVN ITEMS OR PROPERTIES

Please do not take any donated items or training materials out of our training locations (unless, otherwise stated explicitly). In certain cases, exceptions may be made to this policy but any exception needs to be discussed with the Executive Director, the Operations Director or the Volunteer Coordinator.

TRANSPORTATION POLICY

WVN is not responsible for covering the transportation costs of Volunteers. Volunteers are solely responsible for their transportation to and from the designated training locations. Adequate preparations must be made by each volunteer to ensure that they arrive at the training locations on time and safely.

SMOKING / DRUG FREE POLICY

WVN has a duty to provide a healthy and clean environment. WVN recognizes that smoking is harmful. Therefore, smoking is prohibited on all our training and project locations.

It is our policy not to allow individuals to volunteer who use or traffic illegal drugs, or who abuse prescription drugs or alcohol. It is a violation of WVN's position on drugs and alcohol for a volunteer to:

- i. Be in possession of illegal drugs while on duty;
- ii. Sell or distribute illegal drugs on or off the training locations or
- iii. Work while under the influence of drugs or alcohol or with illegal drugs in one's system.

Volunteers are expected to report for their volunteer activities on time and in appropriate mental and physical condition. WVN reserves the right to dismiss volunteers based on a reasonable suspicion that a volunteer is impaired.

PROBLEM SOLVING / ESCALATION PROCEDURE

WVN has an open door policy and we want you to feel comfortable in coming to us to discuss any problems, questions or concerns that you may have about your volunteer experience. Our "Problem Solving Procedures" offer all volunteers the freedom to discuss anything they wish with the Volunteer Coordinator, or WVN's Executive Director. Whenever you have a problem, it can usually be resolved by following these steps:



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



1. Any concern should first be discussed with the Volunteer Coordinator who is often in a position to handle your problems satisfactorily.
2. In the event your problem has not been resolved satisfactorily with the Volunteer Coordinator, or cannot be resolved at this level, you may escalate the matter to the Management.

DISENGAGEMENT OF VOLUNTEER SERVICES

Upon occasion it is necessary for a volunteer to end their volunteer experience at WWN. Since we are dependent on volunteers for the day-to-day operations and trainings, we ask that you give us as much notice as possible so a replacement can be found.

At other times it may be necessary for WWN to terminate a volunteer. Typically, this would be done after the volunteer has been notified of problems area(s) and together an action plan created to correct these. A volunteer may be asked to leave immediately if any illegal, dishonest or unethical conduct has occurred while volunteering at Whole Woman Network.

CONFLICT OF INTEREST POLICY & AGREEMENT

The standard of behaviour at WWN is that all volunteers scrupulously avoid conflicts of interest between the interests of WWN on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

An actual or potential conflict of interest occurs when a volunteer is in a position to influence a decision that may result in a personal gain for that volunteer or for a relative of a volunteer. A “relative” is any person who is related by blood or marriage or whose relationship with the volunteer is similar to that of persons who are related by blood or marriage. No “presumption of guilt” is created by the mere existence of a relationship with such potential. If volunteers have any influence on transactions involving purchases, contracts or leases, it is, however, required that they disclose such to the Executive Director promptly so that safeguards can be established to protect all parties.

The purposes of this policy are to protect the integrity of WWN’s decision- making process, to enable our constituencies, project partners, donors, clients and collaborators to have confidence in our integrity, and to protect the integrity and reputations of volunteers. Upon or before election, hiring or appointment, a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest must be kept on file and updated periodically.



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



DISCLOSURE OF NEWS OR INFORMATION POLICY

The Executive Director of WWN, or designee, serves as the principal contact with the news media and the spokesperson for the organization. Volunteers will not participate in public interviews or release information related to WWN without the permission of the Executive Director. In the absence of the Executive Director, or designee, or as part of a planned strategy, the Operations Director may serve as the principal contact and spokesperson with the media.

WWN, donor and budget planning information as well as Board, staff and volunteer information related to any activities of WWN shall not be disclosed or released to any person or public media unless it has been previously published or otherwise made public. Questions concerning protocols for specific situations should be directed to the Executive Director.

HARASSMENT POLICY

WWN strives to maintain a quality environment free from intimidation and insult. We expect all volunteers and employees to conduct themselves with dignity and with respect for fellow volunteers, employees, donors, clients and visitors. Harassment of others based on age, gender, race or national origin or any other statutorily protected reason will not be tolerated.

Harassment includes:

- Making submission to unwelcome sexual advances, submission to requests for sexual favours, or submission to other verbal or physical conduct of a sexual nature, a condition of any person's continued association with WWN.
- Making submission to or rejection of such conduct the basis for volunteer decisions affecting any person.
- Creating an intimidating, hostile, or offensive volunteer environment.

You should speak with your Team Leader or Volunteer Coordinator immediately if you feel you have been subjected to harassment. Complaints of harassment will be investigated promptly, thoroughly and given serious consideration. Appropriate action will be taken to eliminate such harassment from WWN. Reports of harassment and subsequent investigations will be handled as discreetly and ethically as possible.



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork

**RAISING A NEW
GENERATION
of TRANSFORMATIONAL
ETHICAL and CREATIVE
AFRICAN LEADERS**



CONFIDENTIALITY OF CLIENT AND DONOR INFORMATION

All registered WWN volunteers sign this policy annually. WWN deals with proprietary training materials, sensitive, confidential client and donor information. All interactions with clients and donors are held in the strictest of confidence. All information, including financial and data reports, clients data, board and committee reports, and all other non-public documents and materials, are the property of WWN and must be treated in the strictest of confidence.

Volunteers must follow established security policies and procedures to protect unauthorized modifications, destruction or disclosures. Upon separation from WWN, any information, not independently obtained or otherwise available to the volunteer from public sources shall be treated as confidential and shall not be used or disclosed without written permission for a period of eighteen (18) months from the date the volunteer service agreement terminates. WWN reserves the right to pursue legal action should any of these rules be violated.

COPYRIGHT AND USE OF TRAINING MATERIALS

All registered WWN volunteers must sign this policy at each of the training programs/workshops. WWN deals with proprietary training materials and copyrighted frames obtained with explicit permission (and often on a legally binding, fee-based exchange with our network of acclaimed training partners and organizations. All materials are treated with utmost confidentiality.

Volunteers must follow established security policies and procedures to protect unauthorized modifications, destruction or disclosures of said materials. Only graduates of our certification courses have legal access to reproduce and use WWN proprietary training materials and/or slides.

COMPUTER, ELECTRONICS AND COMMUNICATION POLICY

WWN maintains computer, electronic mail (“e-mail”), telephone, voice mail and facsimile (“fax”) equipment and systems, on line Internet access and other digital and electronic communication and information equipment. These systems and services are referred in total as WWN’s

“communications system.” Information contained in any and all of the above is the property of WWN. Volunteers may not add, run, download or install any computer software without the prior approval of the Executive Director and/or Operations Director. Volunteers should have no expectation of privacy as to use of any e-mail or voice mail,



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork



or documents or files of information created, sent, received or stored in this communications system, either from WWN or through remote access.

Electronic communication is to be used for WWN operations only and must not be offensive to anyone nor contain material that could be construed as harassment or disparagement of others with regard to any characteristic protected by federal, state, and/or local laws and ordinances. Any evidence of such could be found in violation of WWN's anti-discrimination policy.

Communication Systems should not be used for personal email, Facebook, shopping, games, commercial ventures, political causes, outside activities or other non-WWN activities. WWN reserves the right to disclose volunteer electronic communication or Internet improprieties to law enforcement without notification to, or permission from volunteers sending or receiving communication. This policy also encompasses any upgrades to current or future communication system acquisitions.

POSTAGE, COPY AND FAX MACHINES

Postage, copy, electronic and fax machines are the property of WWN and may be used for business purposes only. Personal use of these resources is forbidden without the express authorization of the Executive Director.

POTENTIALLY HAZARDOUS OR EMERGENCY SITUATIONS

In case of terrorist attack, civil unrests, riots or other potentially hazardous weather or emergency situations, a decision may be made to close or delay training programs or projects undertaken by WWN.

Whenever it is determined that the health or safety of program participants, clients, volunteers, or trainers would be placed at risk or that conditions or events prevent performance of regular operations, services or responsibilities of the WWN, re-scheduling or outright cancellation may be deemed necessary, depending on the severity of the situation. The Executive Director shall make the final decision after consulting the right authorities.

Important: Never assume that our training programs are cancelled based on general news reports. We operate according to our regular established schedule(s) unless otherwise announced/communicated by us.

As soon as a decision is made, local media: radio and television stations are notified and a notice is posted on our website and social media platforms. WWN will also update the main phone line with a message to reflect the cancellation or rescheduled status. Please do not call radio or television stations directly, rather contact us.



Whole WoMan Network
An Empowerment & Leadership Social Enterprise

www.wholewomannetwork.com | info@wholewomannetwork.com | facebook.com/wholewomannetwork

RAISING A NEW
GENERATION
of **TRANSFORMATIONAL**
ETHICAL and CREATIVE
AFRICAN LEADERS



RENUMERATION / RECOGNITION OF VOLUNTEER HOURS

WWN pays a stipend to each volunteer on the successful completion of every training program. Remuneration rates vary from program to program, based on different factors (location, cost of living, program funding). The specific amount offered to each volunteer is communicated during the informational interview process, before volunteers are formally engaged for their services

COMPLETE THE VOLUNTEER FORMS

The following sections are found on the Volunteer form:

- Volunteer Application
- Volunteer Liability Release
- Volunteer Emergency Information
- Acknowledgment of Receipt of Volunteer Handbook
- Orientation Checklist

