



Migosi Family Hope Society
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Migosi Family Hope Society Volunteer Policy 2024

1. Introduction and Purpose:

Migosi Family Hope Society (MFHS) is a community development focussed organization operating in the marginalized and poverty-stricken areas of Kisumu and Siaya Counties in Kenya to contribute toward the socio-economic empowerment of disadvantaged communities. This program is designed for International volunteers who seek to offer their time, expertise and services as they learn, gain experience, and exposure. MFHS collaborates with local projects to organize short-term (one week to a month), medium-term (Two to five months), and Long term (On Year) hence preparing them for life and work in a cross-cultural context. This policy outlines the terms and conditions for Volunteer engagement. Migosi Family Hope Society Volunteers will play a crucial role in supporting the following Thematic areas on a rolling basis:

- ☐ Education- Early Childhood Development (Teaching, Feeding Program, Library, and Extracurricular Activities- Soccer, Dancing, Art and Music).
- ☐ Gender- Girl Power and Boys club Programs, Women Empowerment
- ☐ Sustainable Livelihoods Program- Sustainable Agriculture, Entrepreneurship Skills, Basketry
- ☐ Child and Youth Safeguarding- Rehabilitation and Reintegration (Case Management)
- ☐ Civic Engagement- Advocacy, Environment and Peace.

Why Volunteer with Migosi Family Hope Society

Migosi Family Hope Society creates very conducive working and learning environments that promote effectiveness through:

- Equitable intercultural exchange within the communities in Kenya
- Strong pedagogical support during the volunteer period
- A programme for everyone - regardless of budget
- Wide variety of themes and places of assignment and Geographical coverage
- Through renowned travel agents to enable them tour places of interest in Kenya like the Maasai Mara, Kit Mikayi, and Diani Beach, among others.
- Upon Arrival at Kisumu International Airport, volunteers will be **Picked up** and chauffeured to Project sites where **Orientation** will be carried out between 3-4 days, Project placement information disseminated, and other general information.

2. Eligibility:

No matter what your skills are, your willingness will be your greatest asset. Volunteers must meet any of the following criteria:

This Migosi Family Hope Society Volunteer Policy 2024 is subject to review and update as needed.

- ☐ Willingness to Volunteer with Migosi Family Hope Society
- ☐ Possess any relevant qualifications and experience in Early Childhood Education (ECD), or looking to gain more experience in any of our programmatic/ Thematic areas.
- ☐ Successfully pass a background check.
- ☐ Demonstrate a commitment to the values and goals of Seed of Hope Nursery School and Migosi Family Hope Society Organization.

3. Application Process:

Prospective volunteers are required to visit our Website and apply for these opportunities:

- Submit a completed volunteer application form found on our Website (*website.link*).
- Provide a resume, Physical Addresses, professional and Personal references (contact persons)
- Participate in an interview with the Organization to provide and obtain further information.

4. Volunteer Roles:

Volunteers may be assigned tasks related to teaching assistance, Community Program and or classroom support, extracurricular activities, administrative duties as determined by the school administration, Community voluntarism, Community Feeding programs, Girls and Boys Mentors, Farm attendants, Community Resource Persons, etc.

5. Volunteer Period:

The standard volunteer period will be determined by both volunteers and the host (MFHS) based on the three available options (Short-term, Mid Term, and Long Term), aligning with the Financial calendar of MFHS. However, shorter or longer terms may be considered based on mutual written agreement between the volunteer and MFHS management.

6. Terms of Payment:

Volunteers at Migosi Family Hope Society/ Seed of Hope School are not financially compensated for their services. It is understood that volunteering is **a voluntary and altruistic contribution to the community**.

7. Benefits for Volunteers:

While volunteers are not financially compensated, they **MAY** receive non-monetary benefits such as:

- Professional development/ Capacity building/ Practicum opportunities.
- Recognition and appreciation events.
- Letters of recommendation upon completion of the volunteer term.
- MFHS through other renowned travel agents, will organize for Volunteers to tour Kenya under waived rates.

8. Extension of Volunteer Period:

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If a volunteer wishes to extend their period beyond the agreed term, they must:

- Submit a request for extension at least one month before the end of their current period.
- The extension is subject to the approval by MFHS management based on performance and or ongoing needs.

9. Code of Conduct:

Volunteers are expected to adhere to MFHS's code of conduct (*Linked here*), maintaining professionalism, confidentiality, and respect for the organization and its community hosts and beneficiaries.

10. Termination of Volunteer Engagement:

The Organization reserves the right to terminate a volunteer's engagement if they fail to adhere to the volunteer policy, violate the Organization's code of conduct, or if their presence is deemed detrimental to the Organization's image.

11. Insurance and Liability:

It is recommended that volunteers carry personal liability insurance and report any accidents or incidents to the officers designated by MFHS organization, **promptly**.

12. Amendment of Policy:

This policy may be amended at the discretion of the MFHS Board of management in liaison with the Senior Management Team (SMT). Volunteers will be notified of any changes in a timely manner.

13. Acknowledgment:

I *(Full name of the volunteer)*
..... of ID No.
..... On *(Date)* acknowledge that I have read,
understood, and agree to abide by the terms and conditions outlined in the Seed of Hope
Nursery School/ Migosi Family Hope Society Volunteer Policy.