



Volunteer Agreement

Friends of the Hudad

Friends of the Hudad (FoTH) is a not-for profit organisation based in Australia. We are a small group working with the Hudad community in the Ethiopian Highlands. Our project includes education, water supply, re-forestation and sustainable farming and land management.

Our core belief is that education and empowerment can enable people who live in poverty to realise their aspirations for a better future for their children and communities. We are committed to working with the Hudad community to build local capacity in constructing and managing the school, water supply, and sanitation resources.

FoTH welcomes and values volunteers. All volunteers need passion, enthusiasm, flexibility and cultural sensitivity. We also need to ensure that we have enough people with skills in construction and engaging with the local Ethiopian community to ensure the success of the project. Volunteering opportunities are varied and include construction, fundraising, advocacy, submission writing, community engagement and Board membership.

Over the years FoTH has grown as an organisation. It has learnt from experience and from volunteer feedback. One of the biggest lessons learnt is the realisation that building a school is a lot bigger than bricks and mortar. Sustainability can only be achieved by a governance structure that works to the communities' needs and wishes.

This agreement is part of a volunteer package. If you are interested in joining one of our Ethiopian site trips you will be provided with project background, travel information, an induction session and input into trip planning. It is vital to the success of the project that there is a shared understanding of your important role in this exciting and fulfilling project.

As a volunteer you agree to the following:

Fundraising

1. If you are fundraising for FoTH then all funds should be transferred to the FoTH bank account within 14 days of monies received. (details on request)
2. There are strict rules for FoTH in Ethiopian Law on what can be spent on administration, it is important that funds raised in the name of FoTH are transferred to FoTH so the true cost of the project is transparent and can be accounted for.
3. Donations to FoTH are not tax deductible. FoTH is a registered Charity only.
4. FoTH does not need to approve your fundraising activity.
5. If you have something in particular you wish your fundraising to be spent on, FoTH are happy to direct funds where possible.

Volunteering for a trip to Ethiopia

1. All volunteers must be approved by FoTH, as we need to ensure a good balance of skills as well as having a maximum group size at any one time.
2. All volunteers must show proof of a working with children clearance or equivalent and are required to sign and comply with FOTH's Child Safety Code of Conduct.
3. Volunteers must be aware of and uphold the values of FoTH and take direction from FOTH Committee members and their delegates while involved in FoTH activities.
4. Volunteers should not book any travel until FoTH have agreed to your participation and travel dates have been confirmed. Generally, trips will be organised in March/April and Sept/October/November. This changes slightly each year depending on major religious holidays, weather and the capacity to supervise and support volunteers.

Travel to Ethiopia

1. You are responsible for your own travel arrangements and travel safety. We recommend that you check your own government's travel information website for travel warnings and advice.
2. Make sure you see a doctor before you travel to Ethiopia, a Yellow Fever injection is needed if you are travelling to Australia. Please check your country's requirements for immunisations.
3. The Hudad is a plateau at 10,000 ft. – 3,300 metres, and you will need to be able to undertake the very steep, 5km uphill walk from Lalibela. We recommend a health check if you are thinking of doing the trip.
4. You are responsible for travel to Lalibela. We recommend that you organise an Air Ethiopia flight from Addis Ababa to Lalibela with your international flight as these flights get filled quickly, and are cheaper if connected to your international sector.
5. You are responsible for travel insurance.
6. Check visa requirements.(citizens of most countries can pay for \$50US tourist visa on arrival, note that your passport must be valid for 3 months after the end of your trip)
7. You can take a maximum of US\$3,000 cash into Ethiopia
8. Remember do not book any travel until FoTH have agreed for you to be a volunteer and agreed on travel dates.
9. If you book travel without agreement from FoTH you will not be allowed to work on any FoTH projects
10. FoTH will provide you with information prior to your trip. However, please be proactive in asking questions so you are fully aware of what volunteering will involve.

On Arrival in Lalibela and getting to the Hudad

1. FoTH will organise hotel accommodation for you in Lalibela and the Hudad as we get special rates for volunteers however all travel, food and accommodation is at your own expense.
2. FoTH will coordinate your travel from Lalibela to the Hudad, we ask you do not do this separately as there are local protocols on pricing and who gets paid.
3. FoTH will organise interpreters for the trip.
4. FoTH will organise your accommodation on the Hudad at a local lodge. This is the only accommodation on the Hudad. You will be well fed by welcoming staff. However, it is very basic accommodation and has no electricity, running water or internet.

Community engagement

1. Volunteers must at all times respect the wishes of the local community and in particular religious and cultural protocols. Please ask if you are not sure about something.
2. We ask that you limit the number of photos that are taken and request permission if you are to take any photos of people, particularly children.
3. Do not make any monetary or other gifts to individuals, this creates tensions within family groups and between people. Gifts and donations can be coordinated through FoTH.
4. Remember we are working for the community. Keeping this in mind can reduce the frustration we can experience when we try and keep to western timetables and ways of working.
5. Do not tip local people who are working on the school, FoTH is very careful to make sure there is a fair division of labour and wages across the community.
6. It is beneficial to the community if time is taken to upskill people even though this may slow down work. In the end this will assist sustainability for the community. We ask that volunteers keep in mind we are working for the community and their timetables therefore take precedence.
7. Ethiopia is a deeply religious country and there are strict rules about work and holy days. Out of respect for the community we don't work on holy days, including Sundays. Local community members can be punished for working on these days and also believe that breaking these observances can lead to misfortune.

I hereby agree to the Terms and Conditions of Volunteering for Friends of the Hudad and understand my personal responsibilities

Volunteer Name: _____

Volunteer Signature: _____

Date ____/____/____