



Volunteer Package

FRIENDS OF THE HUDAD

Welcome by the President

Thank you for your interest in joining the Friends of the Hudad. Our core belief is that education and empowerment can enable people who live in poverty to realise their aspirations for a better future for themselves, their children and their communities. We work with the community on the Hudad plateau in the Ethiopian Highlands to improve livelihoods through education, capacity building, sustainable land management, and the provision of reliable potable water.

We are enthusiastic in welcoming new volunteers to share our journey. Opportunities are many and varied: from joining us on our trips to Ethiopia, to assisting with promotion and fundraising at home. Everyone's contribution is important and valued.

This package of information contains important information about Friends of the Hudad, the work we do, and volunteering. We ask that you read this information carefully and ask any questions you may have before signing the volunteer agreement.

Madge Alexandra

President

The community on the Hudad Plateau

The Project works with a community of around 200 families, living in 4 local villages on the Hudad plateau. The plateau is a two hour walk from Lalibela, the nearest town. The community are subsistence farmers, struggling to produce enough food for their families, and living without easily accessible potable water or any water infrastructure. Prior to the project, education was not widely available as the children in this community had a two hour walk each way to attend the nearest school.

Water is collected from a number of small groundwater springs, using small tins to fill jerry cans. This is a laborious and time-consuming task that is undertaken mostly by the girls and women of the villages.

The project came out of discussions with the community who have a strong desire to provide education and improved health for their children.

About Friends of the Hudad

FoTH was started by a small group of people from Melbourne with family connections to Ethiopia. We have been joined by others along the way, and always welcome new members. The project aims to improve livelihoods through education, capacity building and

sustainable land management. We are a registered not-for-profit organization with charity status in Australia and Ethiopia. FOTH is an independent organisation with no political or religious affiliations. We are managed by a Board and work collaboratively with the Hudad community. We have a Project Director in Ethiopia based in Lalibela and a community committee representing the four villages we work with.

The local community members are involved in the project, contributing both paid and voluntary labour, and learning a variety of construction and land management skills in the process. Volunteers from Australia, the United States and elsewhere have joined our trips to the Hudad to contribute building, construction, community engagement and other skills to the project.

What we have achieved so far:

A temporary school is now operating for 50 children. Construction of the first classroom is near completion and will be finalised when we return in April 2018. Land management training, re-forestation and farming initiatives have also commenced. 6000 trees have been planted by the community and a variety of vegetables have been trialed for local consumption and sale. A solar powered water system to bring water to the school site and villages is also nearing completion. The community and FoTH started construction of spring capping structures and two 25,000 litre water collection reservoirs in December 2015 which are 90% complete. A three km pipeline has been constructed to connect these.

Water and sanitation works remaining to be completed are the final checking of the pipeline between the 2 reservoirs, connection of the second reservoir to the school site, village water outlets, school outlets, and two composting ablutions blocks at the school.

Meet our Project Director

Friends of the Hudad have an office in Lalibela and employ a local community representative as our Project Director.

Our local Project Director is Sisay Margeu who is a local from Lalibela. Sisay has a background in working for non-government organisations and has worked for FoTH since 2016.

Sisay will undertake many tasks before any volunteer trips including organising all materials needed and communication with the local community on our trip. Volunteers will get to meet Sisay as he will spend time in the Hudad while you are there.

Meet our local committee

A local committee has been established on the Hudad with representatives from each of the four villages. The committee works with FoTH to provide guidance on the communities' wishes for the project and advice on local protocols.

The local committee will be vital to guiding FoTH on water planning for the school, as water is a valuable resource that can be used to provide sustainability for the project. FoTH has a mission for the local community to run the school, and any associated projects like community gardens, as local ownership is the key to the future for the children and families from the region.



Volunteer Induction

FoTH has asked questions from volunteers on how we can improve the volunteer experience and better support volunteers. One of the major points of feedback was the request for more clarity on the role of volunteers.

FoTH believes that to achieve this we first need to provide some information on what to expect and what we are trying to achieve.

WASH – Water, Sanitation and Hygiene.

We start with WASH, as this is integral to the success of schooling for children, particularly girls. Without adequate water and access to safe and private sanitation, girls are particularly at risk of dropping out of school at a young age. The collection of water, where women and

girls have to carry water often over long distances also impacts on the ability of girls attending school.

Please watch the following video which explains the importance of WASH by going to Youtube and search for the video **CARE Knows How: 5 Myths About Water**

Being respectful

Ethiopia is a deeply religious country and very proud of their culture and traditions. The success of the project depends on maintaining the respect of the community. Respecting cultural and religious protocols is vital to this. You are encouraged to ask people about their customs, festivals and traditions and to listen with respect. We ask that you don't criticize local traditions and culture and stay away from debates or discussion of a political nature.

Is there anything I should or shouldn't wear?

In the capital Addis Ababa you can wear anything, however the country areas are more conservative. To show respect we ask that you cover your shoulders and your legs to your knees.

How should I greet people in Ethiopia?

Ethiopians value courtesy and a handshake is common (men should wait to see if a woman extends her hand). Greetings are not rushed and people will often take time to enquire about the other person's family and health. People are addressed with their honorific title and their first name. "Ato", "Woizero", and "Woizritry" are used to address a man, married woman and unmarried woman respectively. Elders should be greeted first. Maintaining a formal distance with people of the opposite gender is good manners.

Taking photos

Be respectful with your camera. Never take photos without first asking permission and preferably initiating a conversation first. We also ask that any images taken reflect FOTH values of community building and promote the dignity and strengths of the community. FoTH has implemented a policy around gaining consent for use of images and stories for FoTH fundraising and promotion and will also be consulting the Hudad Community Committee on their views of the use of images and stories.

What do I need to know about eating politely?

Injera (the staple food) is eaten with your hands from a share plate. You should use your right hand mostly and wash your hands before eating. Never lick your fingers, and don't put your serviette on your plate when you are finished – your leftovers will be given to a homeless person.

It is customary to tip?

This is completely up to you. If you feel you have received good service it's a good thing to do. Keep in mind that the average Ethiopian earns less than AU\$30 a month, so tipping a dollar or two will make a big difference to their lives.

Should I give money or gifts to people?

There are lots of homeless people in the capital Addis. It's fine to give money to these people, as this is their only source of income, and the locals also give them money.

In the towns and countryside however, children often ask for money, pens and other items. These children are not homeless and have learnt to beg from tourists. We ask that you do not give these children anything, as it encourages an unhealthy culture of begging. If you do wish to bring gifts, pens, pencils and exercise books can be donated to the Hudad School.

We also require that you do not give gifts to individual adults at the Hudad as the project is intended as a partnership with the local community and we want to emphasise collaborative effort while visiting.

What languages are spoken in Ethiopia?

Over 80 different languages are spoken in Ethiopia. Amharic is the official language and is widely spoken. Oromo is also widely spoken. In Lalibela and at the Hudad, Amharic is the local language. We have included a list of Amharic words and phrases. Taking the time to learn even a few words of greeting will be appreciated.

Duna dir	good morning (f)	Ney / na	come (f/m)
Duna dursh	good morning (m)	Te ten qeq!	Warning, be careful!
Deh na nesh	How are you? (f)	Zarie	today
Deh na neh	How are you? (m)	Nuhguh	tomorrow
Ame seg nalehu	Thank you	And gizie	once
Minum idel	You are welcome	Hulet gizie	twice
Chigrellum	No problem	Hul gizie	always
Simish manew?	What is your name? (f)	Simento	concrete
Sima manew?	What is your name? (m)	Goma	plastic
Qonjo	beautiful	Alet	rock, not cut
Govesz	clever	Dinga	shaped stone piece
Ishi	Okay	Ashewa	sand
Qoy	Wait	Wuu ha	water
Gena	Not yet	Lay	up
Temesasay	The same	Tach	down
Izih	here	ta me taleh?	will you bring ___?

Child Safety

FOTH requires that all volunteers have a Working with Children Check or equivalent. Volunteers are required to sign and comply with FoTH's Child Safety Code of Conduct. The FoTH Board is responsible for ensuring compliance with the FoTH Child Protection Code of Conduct and for following up concerns including reporting to Australian and/or Ethiopian legal authorities. FOTH will consider any behaviour that has been reported and may withdraw a person's volunteer status at any time.

Work health and safety

The school and water reservoir locations are still active construction sites, at inhospitable locations where access is solely by foot, walking poles are recommended, and the terrain varies from challenging to difficult.

Keep in mind the effects of altitude, this varies from person to person and can affect you irrespective of your physical condition.

The most common effect is tiredness and slightly impaired mental sharpness, we all need to recognize these affects and in particular work within your reduced physical and mental capabilities.

You will be working alongside local people, this should be a mutually rewarding experience and a highlight of your volunteering. However keep in mind very few Ethiopians speak English and even those who do will take extra time to comprehend statements or instructions. There will not always be an interpreter present, if there is any sense the language barrier is or could potentially create an unsafe situation for all, STOP, stop your local co-workers by hand signals', and seek a member of FoTH who will arrange an interpreter prior to continuing work.

Personal Protective Equipment, PPE is the responsibility of each volunteer. You will require quality stable walking shoes with ankle support. Hard toe boots are preferred on the sites, However luggage capacity is limited and your walking shoes will suffice. You will need safety glasses in most situations (these can double as sunglasses and gloves appropriate to your task(s). It is preferable to wear long sleeve shirts with collar, a hat, lip balm and sunscreen to protect against the sun. It will not be particularly hot, max temp usually not over 25c, however the sun and wind effects can be extreme.

Personal hygiene is also critical, hand sanitiser is recommended to avoid gastric upsets, particularly after handling local money and prior to eating, which is done with the hands a lot of the time.

Health and safety is EVERYBODY'S responsibility, we are all responsible for looking after each other and ourselves. Remember, no task is so important that it puts local people or

volunteers at risk. We are working in a challenging environment and need to be prepared that productivity will, at best, be approx. 50% of what we might expect at home.

Stop, observe, plan and communicate before considering starting any task and then repeat, observe, plan and COMMUNICATE, before actually starting.

Fundraising

FoTH has been a registered charity since 2014 and is fully dependent on donations and funds raised. Over the years a wide range of fundraising activities have been organised and generous donations have been received. None of this would have been possible without the support of friends, family, local community and our friends in Seattle.

To successfully complete the project more funds are needed and we invite all volunteers to get involved to share the load. If you have something particular you wish your fundraising to be spent on FoTH are happy to direct funds where possible. Please note donations to FoTH are not tax deductible

Volunteer Agreement

As a volunteer for FoTH you will be required to sign a volunteer agreement. The volunteer agreement has been created from volunteer feedback on things that worked and didn't work. A common theme from the feedback was the need for more clarity about what was required of volunteers on site.

What should I take with me?

We have included a suggested packing list provided by two of our volunteers.

- It includes taking water bottles and a personal water purification system. As much as possible we want to avoid the environmental impact of purchasing bottled water.
- FOTH will have a first aid kit but it is a good idea to bring your own medications for upset stomachs, sunscreen and anti-itch cream. Lip balm and sunscreen are essential.
- FoTH will have a mobile phone for emergencies and local guides/translators also have phones for emergency purposes. If you need to have a working phone, you will need to buy a local sim card in Ethiopia and/or register your phone in Addis before traveling to Lalibela. FOTH has a solar charger that can be used for charging mobile phones, torches and cameras.

Packing list suggestions

Equipment	Food:
Water purification system and extra water bottles	Granola/muesli
Flashlight/torch/headlamp	energy bars
Personal solar charger	dried fruit and nuts
camera and extra memory card	chocolate
European plug adapter for Lalibela hotel	
Solar shower bags	Toiletries:
sunglasses	sunscreen
safety glasses	lip balm
work gloves	
tool belt	Wet Wipes
sketch pad and pencils	Hand sanitizer
	Electrolyte powder
Clothing	Insect repellent
Hat	Anti-itch cream
sturdy shoes	Aloe vera
flip flops for shower	Cold medicine
light weight shoes	upset stomach medicine
hiking poles	anti-diarrhea medicine
backpack	toothbrush and paste
sleeping bag (alternative to supplied bedding)	eye drops
lightweight long pants 2	hand towel
lightweight long sleeve shirt 2	
short sleeve shirts 2	
Warm hat, gloves	
Thermal leggings / warm pants	
wool socks 2	
coat / rain jacket	