



VOLUNTEER HANDBOOK

WWW.COALITIONFORKIDS.ORG

2023 / 2024

***C4k** Coalition For Kids*

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Johnson City, TN 37601
Telephone: 423-434-2031
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www.coalitionforkids.org



Executive Director
Randy Hensley



Director of Programming
Asia Flemming

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Program Overview

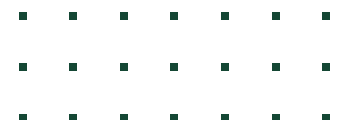


Coalition for Kids, Inc. (hereafter referred to as C4K) began in 1998 as a **grassroots** effort planted within one of the lowest-income and highest-crime areas of Johnson City, Tennessee. Prior to seven years ago, there was no community activity center or after-school education opportunities; however, through a vision of area Christian business leaders and concerned citizens, C4K was born.



It has grown to become a strong force of change in a forgotten community, as well as an avenue for ministry in local churches to at-risk youth throughout Washington County. C4K is an after-school and summer day camp program for at-risk and low-income children and serves in excess of **450 children annually**. C4K, formerly “The Rock Community Center,” has been the doorway of trust and hope to the children and youth of this area.

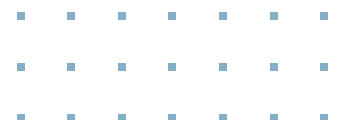
Mission & Goals



Our Mission is to help children grow in wisdom (offering tutoring opportunities for academic success) **and stature** (feeding proper nutrition with snacks/meals and wellness activities) **and in favor with God** (sharing the gospel of Jesus Christ) **and man** (instilling young men and women with Godly character).

- To spread the Gospel of Jesus Christ among the children of low-income and other families
- To establish a community youth center (Kid City) in Johnson City
- To use the center in Johnson City to enable the moral, spiritual, physical, and mental development of the children of low-income and other families living in the immediate neighborhood
- To establish other community youth centers and sites in Johnson City and elsewhere which can be used to extend the purposes of the Coalition to the children of other low-income families
- To build an infrastructure that can be used by a variety of churches, governmental entities, organizations, businesses, industries, and individuals to provide services directed at enabling the children of low-income and other families both in Johnson City and elsewhere
- To encourage on an ecumenical basis the members of all the churches located in Johnson City and the surrounding area to expand their ministries and outreach to include the children of low-income and other families
- To act as a liaison between those providing facilities and services and the children of low-income and other families in carrying out the goals of the Coalition

Volunteer Application



All volunteers for Coalition for Kids must meet
with
Cindy Young, Director of Community
Outreach, before assisting at any of our sites.

Coalition For Kids
2423 Susannah St.
Johnson City TN 37601
(423) 434-2031

For directions and a copy of the application
please visit
<https://www.coalitionforkids.org/volunteer/volunteer-application/>

Welcome Message

Dear Volunteer,

I want to take a moment to thank you for your willingness to serve in the ministry of the Coalition for Kids. Your service here is not just service for a grade, it is not just service for a class, and it is not just service for the children, it is service to God. Take that seriously.

Each one of you is integral in the lives of these children we minister to, and you need to feel honored that God has chosen you to impact a life that has such a need. He chose you because he knew you could reach the one no one else could reach. I hope you consider this as you go into the next year for our lives and what we do is not about what we get out of it...it is what we give into the ministry of God that he finds pleasure in blessing. But you must understand this is not just us being out there and working hard...this is the hand of God blessing us as we give of ourselves to his mission. I am not sure how much of yourself you have given to God, but be assured that he only blesses obedience, be assured that if God were to remove his hand from this ministry it would fall so fast we would none have a place tomorrow, be assured that God and God alone can accomplish this hand of mercy ministry that we are a part of called Coalition For Kids, Inc.

Imagine if everyday children from our 8 different Coalition sites went home without someone to give them a snack, teach them to cover their mouth when they sneeze, say thank you, and please or sit up straight in their chairs. Imagine if they ran around a neighborhood for three hours after school because mom was working, and they had no one to help them with their homework because the Coalition was not there. Imagine the number of kids that would face decisions they should not have to face until they grow up a little. Think of the choices that by being involved in their lives you will have helped them avoid, and as they grow will help them make the right decisions.

If you were not doing what you do, the devil would have a field day with these children, our children. This is not a letter to say all parents of our kids can't handle it. It's a letter to say thank you for helping these parents with their children as they grow up. Each one of us knows raising children is one of the toughest things in life you will ever do, and it takes a family to do it and do it right. We are family here and we are all the family some of our children may ever experience.

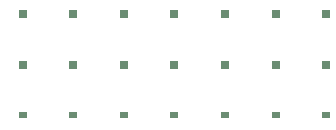
Thank you for helping, for teaching, for playing, for praying, for disciplining, for having Grace, for looking over the spill at times, and for making our children grow up at other times. Thank you for making the Coalition a light on a shadowy world, a place where many find their bread, a place we offer the Bread of Life, a safe place where children do not have to be scared, and a place where laughter is the best medicine.



Cindy Young

Director of
Community Outreach

Volunteer Expectations



1

Arrival Expectations

- Sign In- without signing in we cannot sign your volunteer approval sheets. Wear the nametag given to you at orientation or one from your Site Director.
- See your Site Director/Lead Tutor for specific instructions for the day.
- Assist with snack preparation.
- Greet students with a smile and hello when they arrive.

2

Classroom Expectations

- Sit with the children on the carpet for carpet time or at the tables to help with their homework or snack.
- Assist with clean up after snack.
- Help with homework in assigned class (see Site Coordinator/Lead Tutor).

3

Volunteer Characteristics

- Honest in approach and attitude
- Patient when working with students
- Flexible in responding to the needs of students
- Prompt, dependable, and regular in attendance
- Friendly to Tutors and children
- Supportive of administration and tutoring staff
- Willing to discover the interests and strengths of each child and can generate enthusiasm about each child.
- Willing to be discreet, sincere, dedicated, and punctual,
- Able to recognize the child's need to improve self-image and independent learning habits,
- Willing to communicate regularly with the staff, expressing concerns and questions with the Site Coordinator or the Volunteer Coordinator.

4

Volunteer Responsibilities

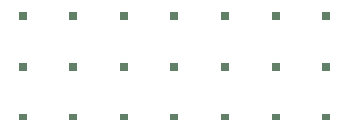
- Working and interacting with 1st- 7th grade in groups of twelve-fifteen.
- Assisting tutors in Reading, Math, Science, life skills, and other homework.
- Assisting with snack distribution and cleanup.
- Helping the children put up their backpacks and coats when they arrive.
- Helping the children get ready to leave for the day or stay for the KIA program.
- Contacting via phone the Volunteer Coordinator if he/she is unable to attend at the scheduled time.
- Signing in and out while visiting the building and recording hours of service on the designated form. (If you do not sign in and out on our volunteer log, we cannot sign off on your hours.)
- Be sure to ask permission from your Site Coordinator before taking any photographs of the children on a personal camera, not a cell phone.
- Give copies of all photographs taken during service hours to your Site Coordinator or the Volunteer Coordinator.
- Keep all student information confidential.

Volunteer Guidelines



- Be dependable and punctual.
- You will work under the direction and supervision of the Site Coordinator and Lead Tutor, displaying a relationship of mutual respect and confidence.
- Your job as a volunteer is to support staff, not replace them.
- Volunteers will work within the rules of the Coalition for Kids, as set by the staff and Board of Directors.
- Only eat and drink what is provided for the children during mealtimes, and never eat snacks until all of the children have been served.
- Always maintain appropriate behavior, you should also expect age-appropriate behavior from the group of children you are assigned to.
- Avoid all conversations that are inappropriate for children. (NO CURSING OR NEGATIVE COMMENTS).
- Limit the use of cell phones when children are present. (DO NOT ALLOW THE CHILDREN TO PLAY WITH YOUR PHONE).
- Students should leave ALL electronic devices and cell phones at home. If a cell phone is seen or heard it will be confiscated. Disciplinary action will be taken for those who continually violate this rule. C4K will not be responsible for lost, stolen, or damaged equipment.
- Always treat the staff, children, parents, and guardians with respect and do not criticize or make negative comments about them.
- Exhibit behavior that is respectful and assumes equality towards members of the same and opposite sex, all ethnic/racial and religious groups. Do not make any comments that can be construed as racist, sexist, or bigoted. Always respect cultural differences as you continuously broaden your knowledge and understanding of human relations.
- Avoid promoting commercial products, political candidates, or parties.
- Do not lend money, or give gifts, food, or presents to the children.
- Be generous with praise and courteous with criticism and refer all potential disciplinary problems to the staff or Site Coordinator.
- Information about students and staff must be kept confidential unless disclosed to proper authorities, as required by law. Any information that indicates a student may harm her/himself or another person must be reported to the administrative staff. If the student reports that he/she has been abused, that information must be reported to the administrative staff. Do not repeat this information to friends, relatives, coworkers, or other acquaintances.
- One main objective of C4K is to develop leadership and Christian values, children are expected to maintain a growing level of responsibility. Your actions and the way you communicate with the children can determine the success of the entire program. Being on time, being prepared, and being involved are several of the ways this can be evidenced.
- Child Discipline Procedure documents ensure all options have been exhausted to discipline children. This establishes a foundation for handling negative behavior. If your child's behavior becomes unmanageable at any time, a parent/guardian will be notified, and pick-up is required within the hour. If a parent/guardian cannot be reached, emergency contacts will be used.

Behavioral Concerns



Examples of unacceptable behaviors

(but not limited to)

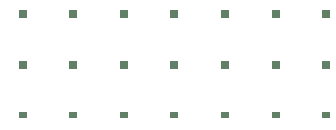
- Disrespect or disobedience of staff, volunteers or C4K authorities
- Refusing to accept consequences for one's action or refusing to follow instructions of C4K staff
- Throwing any items
- Use of vulgar or profane language
- Immoral or disreputable conduct
- Persistent violation of C4K rules
- Stealing or possession of stolen property
- Destruction of school or C4K property or property of others
- Abuse of other students (fighting, threatening, harassment or bullying)
- Violence or threatening violence against C4K personnel and/or assaulting C4K personnel with vulgar or obscene language
- Sexual harassment or bullying of any kind
- Boyfriend/girlfriend relationships
- Buying, selling, and trading of items

Violence Towards Staff

A student threatening or committing violence toward any teacher, administrator, or any other employee of C4K can be suspended for the remainder of the current programming year. The Director of Programming may modify this suspension on a case-by-case basis.

If a student violates C4K rules, that student may be removed from other classmates. Separating a disruptive student from peer contact and providing a quiet place for reflection on the inappropriate behavior not only benefits the student involved, but also the class.

Sexual Harassment



Sexual harassment is illegal. It is the policy of the Coalition for Kids, Inc. that all members, friends, and attendees can enjoy an environment free from all forms of unlawful discrimination including sexual harassment or any kind of sexual misconduct.

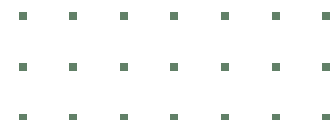
Definition of Sexual Harassment

- Sexual harassment is defined as unwanted sexual advances and verbal and/or physical conduct of a sexual nature.
 - Sexual harassment also includes the submission to or rejection of such conduct if used as a basis for employment decisions, or if such conduct interferes with an individual's learning, socializing, or worship environment. Sexual harassment refers to behavior that has a negative effort on the moral and the community reputation of the Coalition for Kids, Inc. Sexual harassment includes gender-based harassment of a person of the same sex as the harasser.
-

Examples of Sexual Harassment

- Unwanted sexual advances
- Requests for sexual favors
- Offering employment benefits in exchange for sexual favors
- Making or threatening reprisals after a negative response to sexual advances. For instance, any individual seeks private counseling and is threatened with exposure or withdrawal from the counseling relationship.
- Unwanted hugs, kisses, touches, assault, leering, making sexual gestures, displaying of sexually suggestive or pornographic objects or pictures, cartoons, or posters.
- Verbal abuse of sexual nature including graphic, verbal commentaries about an individual's body, sexually degrading words used to describe an individual suggestive or obscene letter, notes, or invitations making or using derogatory comments, epithets, slurs, or jokes.

Sexual Harassment



Investigative & Complaint Procedure

Any member, friend, or attendee of the Coalition for Kids, Inc. who believes that he or she is being sexually harassed should immediately report any incidents to the Program Director. If a member, friend, or attendee believes that a previously reported complaint has not been satisfactorily resolved, the individual should contact the Executive Director of the Coalition for Kids, Inc. All sexual harassment complaints will be thoroughly and promptly investigated, and all information received will remain confidential on a need-to-know basis. If the investigation determines that the complaint is valid, corrective steps will be taken which may include disciplinary action or employment termination when the accused is an employee of the Coalition for Kids, Inc.

Response Guidelines to Allegations of Sexual Misconduct

- Proper records of current teachers, assistants, and workers will be maintained in the Coalition for Kids, Inc. files that include the individual's application, references, and annual training regarding sexual harassment and sexual misconduct policies and procedures.
- All allegations and incidents of misconduct will be thoroughly investigated and documented along with investigation results.
- All incidents should be reported immediately to the Program Director and Executive Director who will then report them to the proper civil authorities.
- The proper civil authorities will be notified following the guidance of the attorney and insurance company of the church within 24 hours.
- Parents of the child or youth will be contacted immediately upon the incident report.
- The accused is not to be confronted until the safety of the child or youth is secured.
- Confrontation of the accused will take place in accordance with civil law. If possible, it will be conducted in the presence of the Executive Director.
- NO ONE is to speak with the media or public regarding the incident.
- It should be the priority of all people involved to safeguard the privacy and confidentiality of all people involved in the incident.

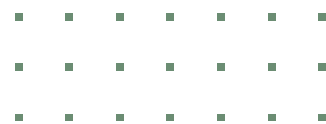


Volunteer Bill of Rights

- The right to be treated as a co-worker, not just free help.
- The right to a suitable assignment – with consideration for personal preference, life experience, education, and employment background.
- The right to know as much about the organization as possible including its policies, people, and programs.
- The right to training for the job and continuing education for the job, including training for greater responsibilities.
- The right to sound guidance and direction.
- The right to a place to work an orderly, designated place that is conducive to work and worthy of the job to be done.
- The right to promotion and a variety of experiences through advancement or transfer, or through special assignments.
- The right to be heard, to feel free to make suggestions, and to have a part in the planning.
- The right to recognition in the form of promotion and awards, expressions of appreciation.



Code of Conduct Guidelines



1. No volunteer, paid staff member, or agency of The Coalition for Kids, Inc. shall authorize the use of or use for the benefit or advantage of any person, the name, emblem, endorsement, services, or property of the Coalition, except in conformance with The Coalition policy. This provision prohibits the misuse of the Coalition emblem, endorsement, services, or property. The term “property” as it is used in this provision includes records, data, and other information maintained or generated by or at the direction of The Coalition. This provision does not preclude purely private speaking, consulting, or other personal activities in connection with which the volunteer, paid staff member, or agency’s affiliation with The Coalition is only identified as a biographical notation, provided there is no unauthorized use of The Coalition’s services or property.

2. No volunteer, paid staff member, or agency of The Coalition shall accept or seek on behalf of himself or any other person, any financial advantage or gain of other than nominal value offered because of the volunteer, paid staff member, or agency’s affiliation with The Coalition. This prohibits the improper use of the volunteer, paid staff member, or agency’s position with the Coalition to accept or seek to obtain and benefit for himself or any other person. It does not prohibit the acceptance of benefits or items of nominal value, including reasonable hospitality or social courtesy, incident to the Coalition.

3. No volunteer, paid staff member, or agency of the Coalition shall publicly utilize an affiliation with the Coalition in connection with the promotion of partisan politics, religious matters, or positions on any issue not in conformity with the position of the Coalition. This prohibits the Coalition volunteers, paid staff members, and agencies from identifying the Coalition with causes or subjects with which it is not appropriate for the Coalition to be associated. It prohibits the promotion of volunteers, paid staff members, or agency’s private activities using his or her affiliation with the Coalition. It does not preclude participation in purely private activities by the Coalition’s volunteers, paid staff members, or agencies in connection with which affiliation with the Coalition is only identified as a biographical notation provided the affiliation cannot be construed as an endorsement by the Coalition.

4. No volunteer, paid staff member, or agency of the Coalition shall disclose any of the Coalition’s confidential information that is available solely because of the volunteer, paid staff member, or agency’s affiliation with the Coalition to any person not authorized to receive such information or use to the disadvantage of the coalition any such confidential information, without the express authorization of the Coalition. This prohibits both the disclosure and misuse of the Coalition’s confidential information. Written information is “confidential” only if it is identified by the word “confidential” or another similar term. Orally communicated information is deemed “confidential” if it is clearly identified as confidential at its presentation. This provision applies solely to confidential information known to the individual or agency only because of their affiliation with the Coalition. However, misuse of the Coalition’s confidential information that is known to a volunteer paid staff member, or agency of the Coalition through another source may be contrary to the best interests of the Coalition in violation of Section 6 of the Code of Conduct.

5. No volunteer, paid staff member, or agency of the Coalition shall knowingly take any action or make any statement intended to influence the conduct of the Coalition in such a way as to confer any financial benefit on such person or on any corporation or entity in which the individual has a significant interest or affiliation. This prohibits a volunteer, paid staff member, or agency of the Coalition from obtaining or attempting to obtain a benefit or advantage for himself or for any organization in which the individual has a substantial financial interest or with which the individual has an affiliation. Any volunteer paid staff member, or agency of the Coalition that has such an interest should refrain from voting or decision-making concerning any issue relating to that organization or individual. This provision does not preclude a volunteer, paid staff member, or agency of the Coalition from presenting positions or opinions on relevant issues provided the nature of the potential conflict is disclosed and the individual does not participate in the decision-making.

6. No volunteer, paid staff member, or agency of the Coalition shall operate contrary to the best interests of the Coalition. This provision imposes an affirmative obligation upon volunteers, paid staff members, or agencies of the Coalition to operate in a manner that is not contrary to the best interests of the Coalition. It does not preclude a volunteer, paid staff member, or agency of the Coalition from participating in other activities; provided those activities do not conflict with the best interests of the Coalition. If the volunteer, paid staff member, or agency’s obligation to operate in the best interests of the Coalition conflicts with the interests of an organization in which he has a financial interest or with which he is affiliated, the individual or agency shall disclose such conflict to the Coalition as soon as he becomes aware of it, shall absent himself from the room during deliberations, and shall refrain from voting in connection with the matter. The individual shall not permit his presence at the meeting to be counted in determining whether there exists a quorum.



Behavior Standards Document

(Signed annually)

- 1. Any verbal or nonverbal sexual behavior with any students is inappropriate.
- 2. Professional working relationships must be always upheld.
- 3. Discretion must be used in dealing with all students, especially regarding physical contact. Innocent behavior can be misinterpreted. A hug around the shoulders is not sexual abuse, but a full body-to-body hug, stroking, massaging, or an affectionate kiss raises questions. Any overt display of affection should be made in a public setting in front of other group members.
- 4. Sexual gestures or overtures to a staff member or volunteer by a student should be reported to the Site Coordinator, Volunteer Coordinator, Programs Director, or Executive Director so that discussion can be held with the student.
- 5. Buddy systems should be used by staff and volunteers whenever possible, especially when working with students of the opposite sex.
- 6. All suspicions of child sexual abuse must be reported to the Site Coordinator, Volunteer Coordinator, Programs Director, or Executive Director, who will call the abuse hotline.
- 7. Any knowledge or suspicion of any staff or volunteer having an inappropriate relationship with a student must be reported promptly to the Volunteer Coordinator, Programs Director, or Executive Director. If the person in question is the Executive Director, the report should be made to the current President of the Board of Directors.

Volunteer SignatureDate

Volunteer Daily Duties

(AKA "Awesome Kids Club")



- SIGN IN (If you do not sign in/out on our volunteer log, we cannot sign off on your hours).
- Be sure to wear a name tag (either given to you at orientation or from your site coordinator).
- Please see Site Coordinator/Lead Tutor for any specific instructions for the day.
- Assist with snack preparation.
- Greet kids when they arrive.
- Sit with the children on the carpet for carpet time at the tables to help with their homework or snack.
- Assist with cleaning up after snacks.
- Help with homework in assigned class (see Site Coordinator/Lead Tutor).
- SIGN OUT (If you do not sign in/out on our volunteer log, we cannot sign off on your hours).

I understand these expectations, policies, and rules, as set by the Coalition for Kids, Inc., and do hereby agree to uphold and promote these ideals while volunteering in any aspect of the Coalition for Kids, Inc.

Signed _____ **Date** _____

Volunteer Coordinator _____ **Date** _____

Dress Code



The Coalition for Kids, Inc., through this dress code, aims to ensure all volunteers present themselves to our students, staff, parents, and the public in a way that enhances their professional position. It is also the intent of the Coalition for Kids, Inc., to ensure all volunteers and employees model, for students, attire appropriate for success.

All volunteers are expected to dress professionally. Clothing should be neat, clean, in good repair, and appropriate for on-the-job appearances always. Volunteers should not wear their clothing and jewelry or similar artifacts that are obscene, distracting, or may cause disruptions to the educational environment.

Appropriate dress for females:

- Dresses and skirts which are no shorter than three inches above the knee. The slit of a skirt or dress must come no higher than three inches above the knee.
- Slacks, jeans, Bermuda shorts, and capri pants may be worn appropriately. **(Leggings are not to be worn as pants.)**
- Casual shirts, sweaters, dress shirts, blouses, polos, and turtlenecks may be worn appropriately. (Low-cut blouses, see-through clothing, off-the-shoulder, halter style, tank tops, or clothing that reveals the midriff are not appropriate attire. Sleeveless clothing must cover undergarments.)
- Earrings on females are the only visible piercing allowed. **(Gauges are not allowed.)**
- Hats are not to be worn inside.
- Dress jackets, sweaters, cover-ups, full-zip jackets, and coats may be worn appropriately. **(Hoodies are not to be worn inside.)**
- **Absolutely no athletic wear is to be worn. (Sweats, workout shirts, ball shorts, running shorts, etc.)**

Appropriate dress for males:

- Slacks, casual dress pants, shorts, and jeans may be worn appropriately.
- Three-button golf shirts, casual button-ups, dress shirts, and cotton shirts may be worn appropriately.
- Dress jackets, sweaters, full-zip jackets, and coats may be worn appropriately. **(Hoodies are not to be worn inside.)**
- Earrings on males are the only visible piercing allowed. **(Gauges are not allowed.)**
- Hats are not to be worn inside.
- **Absolutely no athletic wear to be worn. (Sweats, workout shirts, ball shorts, running shorts, etc.)**

By enacting this dress code policy, Coalition for Kids, Inc., recognizes that there are occasions when individuals may need to wear specific clothing due to medical reasons or as part of a personal religious practice. When such is the case, the volunteer must provide documentation to the Volunteer Coordinator of the medical necessity or his/her religious practice that gives rise to the need for deviation from this dress code policy. Any attire deemed inappropriate by the Volunteer Coordinator, Site Coordinators, Assistant Director of Programming, Director of Programming, or Executive Director is prohibited. The volunteer may be asked to leave his or her location and return with the appropriate attire.

Volunteer Signature

Date

Waiver of Liability



Important: Each volunteer must sign the "Release and Waiver of Liability" before working on a **Coalition For Kids, Inc.** site or on a project at an offsite **Coalition For Kids** location. Please complete this form and bring it with you before you begin work. *Read this waiver very carefully before you sign.*

This Waiver of Liability (the "Waiver") executed on this ____ day of _____, 20____, by _____ (the "Volunteer") in favor of **Coalition For Kids, Inc.**, a nonprofit corporation organized and existing under the laws of the State of Tennessee, USA,

I, the Volunteer, desire to work as a volunteer for **Coalition For Kids, Inc.** and engage in the activities related to being a volunteer for a work project.

I hereby freely and voluntarily, without duress, execute this Waiver under the following terms:

1. Waiver and Release. I, the Volunteer, release and forever discharge and hold harmless **Coalition For Kids, Inc.** and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from my volunteer work with **Coalition For Kids, Inc.**

I understand and acknowledge that this Waiver discharges **Coalition For Kids, Inc.** from any liability or claim that I, the Volunteer, may have against **Coalition For Kids, Inc.** with respect to bodily injury, personal injury, illness, death, or property damage that may result from my participation on the **Coalition For Kids, Inc.** work site. I also understand that **Coalition For Kids, Inc.** does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance, in the event of injury, illness, death, or property damage.

2. Insurance. I, the Volunteer, understand that I expressly waive any such claim for compensation or liability on the part of **Coalition For Kids, Inc.** beyond what may be offered freely by the representative of **Coalition For Kids, Inc.** in the event of such injury or medical expense.

3. Medical Treatment. I hereby release and forever discharge **Coalition For Kids, Inc.** from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with an emergency during my time with **Coalition For Kids, Inc.**

4. Assumption of the Risk. I understand that my time with **Coalition For Kids, Inc.** may include activities that may be hazardous to me, including, but not limited to, construction activities, loading and unloading of heavy equipment and materials, and local transportation to and from the work sites. I hereby expressly and specifically assume the risk of injury or harm in these activities and release **Coalition For Kids, Inc.** from all liability for injury, illness, death, or property damage resulting from the activities of my time with **Coalition For Kids, Inc.**

5. Photographic Release. I grant and convey unto **Coalition For Kids, Inc.** all right, titles, and interest in any and all photographic images and video or audio recordings made by **Coalition For Kids, Inc.** during my work for **Coalition For Kids, Inc.**, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings. I understand that said images or recordings may be posted by **Coalition For Kids, Inc.** on social media, website, promotional materials, and the like.

6. Other. I expressly agree that this Waiver is intended to be as broad and inclusive as permitted by the laws of the State of Tennessee in the United States of America and that this Waiver shall be governed by and interpreted in accordance with the laws of the State of Tennessee. I agree that in the event that any clause or provision of this Waiver shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this release which shall continue to be enforceable.

Volunteer's Signature

Date

C4k *Coalition For Kids*

Print Volunteer's Name

Organization (if applicable)

Street Address

City

State

Zip code

Note: Additional signatures might be required if the document changes significantly per the client's request.