



Global Village



dream builders

Building The Change We Want To See

2018 Team Leader Training
“The Mindsets of a DreamBuilder”

Agenda For Today

- **Some Mindsets of A Dream Builder**
 - **GV Direction**
 - **Changes To the Process**
 - **Global Volunteer Engagement & Support Department Structure**
 - **Team Dynamics**
 - **Team Leader Community**
 - **Finances**
 - **Fundraising**
-



What is a Dream Builder?

“Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience and the passion to reach for the stars, to change the world.”

~Harriet Tubman~

So What is a DreamBuilder?

Aspirational

Brave

Leaders

Active Participants

What else do you notice about DreamBuilders?



A Closer Look At The Problem

A Closer Look At The Problem

What Are The Problems?

Dilapidated Housing

Vulnerable Families

Overcrowding.

No access to Land, Water and Sanitation, Electricity

Numbers in Housing Deficit

Guatemala –
1.6 million

Dominican Republic
- 1.2 million (growing
50,00 annually)

Nicaragua – 957,000

Kenya – 3 million

Poland – 1.5
million homes

Numbers of People

Romania – 8.5
million (2 million
children)

Philippines – 4
million families.

Total 1.6
Billion People



Introduction to The Mindsets

“Nothing can stop the man with the right mental attitude from achieving his goal; nothing on earth can help the man with the wrong mental attitude.”

~Thomas Jefferson~



Everything Is Possible

“Nothing splendid has ever been achieved except by those who dared believe that something inside of them was superior to circumstance.”

~Author Unknown~



Everything Is Possible

Dream Big

Embrace Creativity

Expect Great Results

Dream Big

Those who achieve great things are the ones willing to be scared but not scared off. If you dream big and take risks, impossible becomes just a word.

Richard Branson
Stretch Yourself

Embrace Creativity

CHRISTOPHER BEECHER

- Think outside the box.
- Identify creative ways to use our skills, strengths, interests, and talents to help us achieve our goals.



Expect Success

“We believe that, through faith, the miniscule can be multiplied to accomplish the magnificent...”

- Think of ways to overcome perceived limits.
- Understand sometimes the “how” is none of our business.



Everything is Possible & Habitat

- History of Habitat

- **Dreamed Big:** A community that lived by the teachings of Christ.
- **Embraced Creativity:** Started the Habitat Fund.
- **Expected Success:** They built the first house.

- Future of Habitat

- **Dream Big:** Our Big Dream of solving the problem of 1.6 billion people living in poverty housing.
- **Embraced Creativity:** Our new Strategic Plan and Strategic Initiatives.
- **Expected Success:** We're still going.. 😊



An Overview Of Where We're Going

HFHI 2020 Strategic Plan, GV 2018 Goals, VOC Concepts,
Volunteer Management System



HFHI 2020 Strategic Plan

Seeking to put God’s love into action by addressing urgent housing needs in our communities, nations and world, Habitat for Humanity will be a partner and catalyst to:



1. Build Community Impact - Improve Housing Conditions

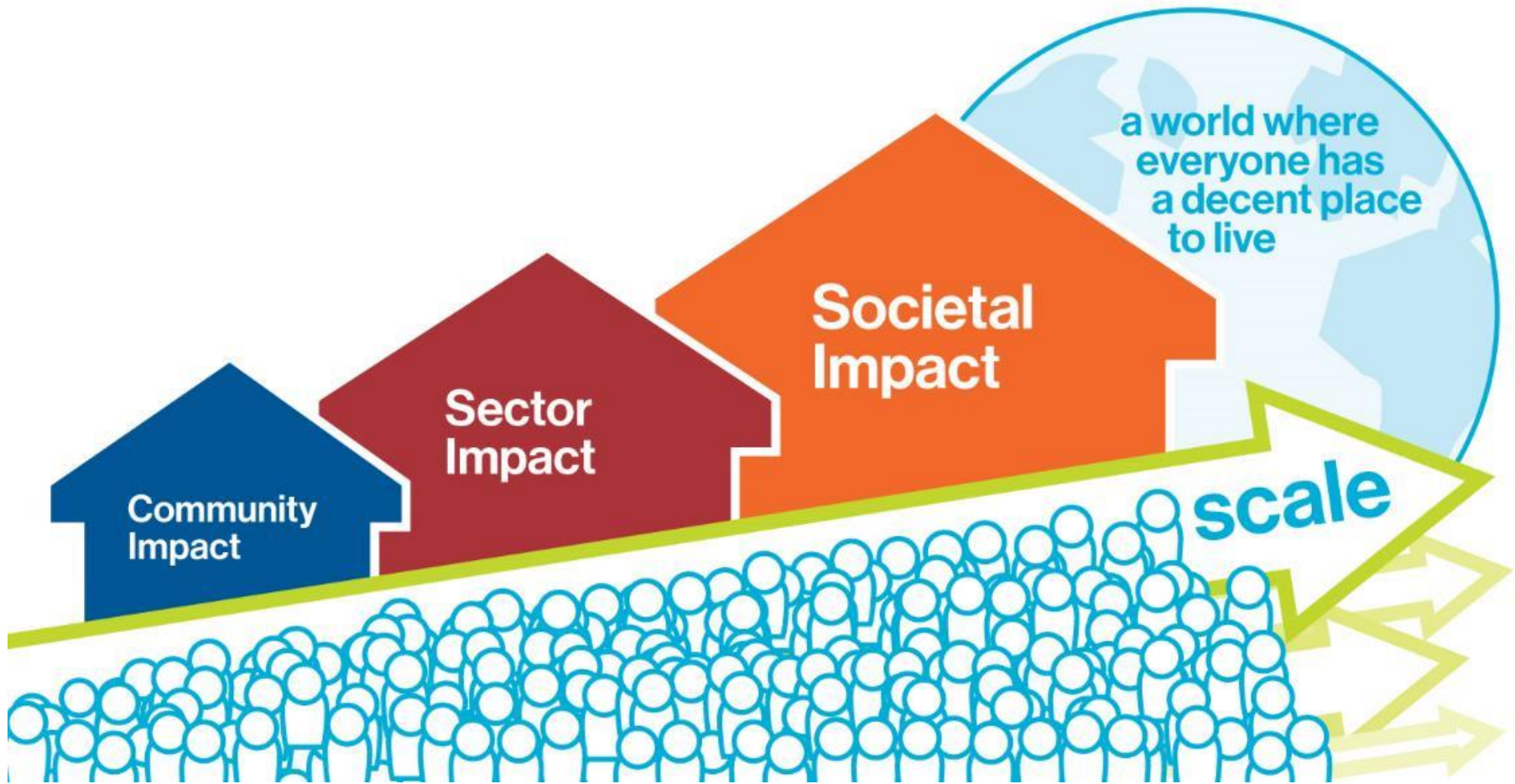
- 1. Serve families through sustainable construction and housing support services.**
- 2. Leverage shelter as a catalyst for community transformation.**
- 3. Grow capacity to serve the most vulnerable, the disaster-affected and the urbanizing world.**
- 4. *Help 650,000 people annually improve their shelter situation.***

2. Build Sector Impact - Partner To Increase Shelter Access

- 1. Support market approaches that increase products, services and financing for affordable housing.**
- 2. Promote policies and systems that advance access to adequate, affordable housing.**
- 3. *Create housing opportunities for 2.5 million people annually through market development and 25 million through advocacy by 2020.***

3. Build Societal Impact - Inspire Action To End Poverty Housing.

- 1. Serve as a leading voice in growing awareness of housing as a critical foundation for eliminating barriers to a better, healthier, more financially stable life.**
- 2. Mobilize volunteers as hearts, hands, and voices for the cause of adequate, affordable housing.**
- 3. *Mobilize 2.5 million people annually to join the cause of affordable shelter.***



2018 HFHI Strategic Initiatives

Institutional Architecture

Continuous Improvement

HFHI
Strategic
Initiatives

U.S. Collaborative

Customer Relationship
Management System /
IMO E

A photograph of two young boys walking away from the camera on a dirt path. The boy on the left is wearing a grey short-sleeved shirt and dark pants, and is holding the hand of the boy on the right. The boy on the right is wearing a red and blue striped polo shirt and dark pants, and is carrying a white bucket with a yellow label. The background is a blurred outdoor setting with trees and a dirt path. A semi-transparent dark grey banner is overlaid across the middle of the image, containing the text.

GVES 2018 Objectives

Create engagements that inspire volunteers and US affiliates, improve communities farther from home, and fund the mission.

GVES 2018 Goals

Continuous
Improvement

Volunteer
Management System

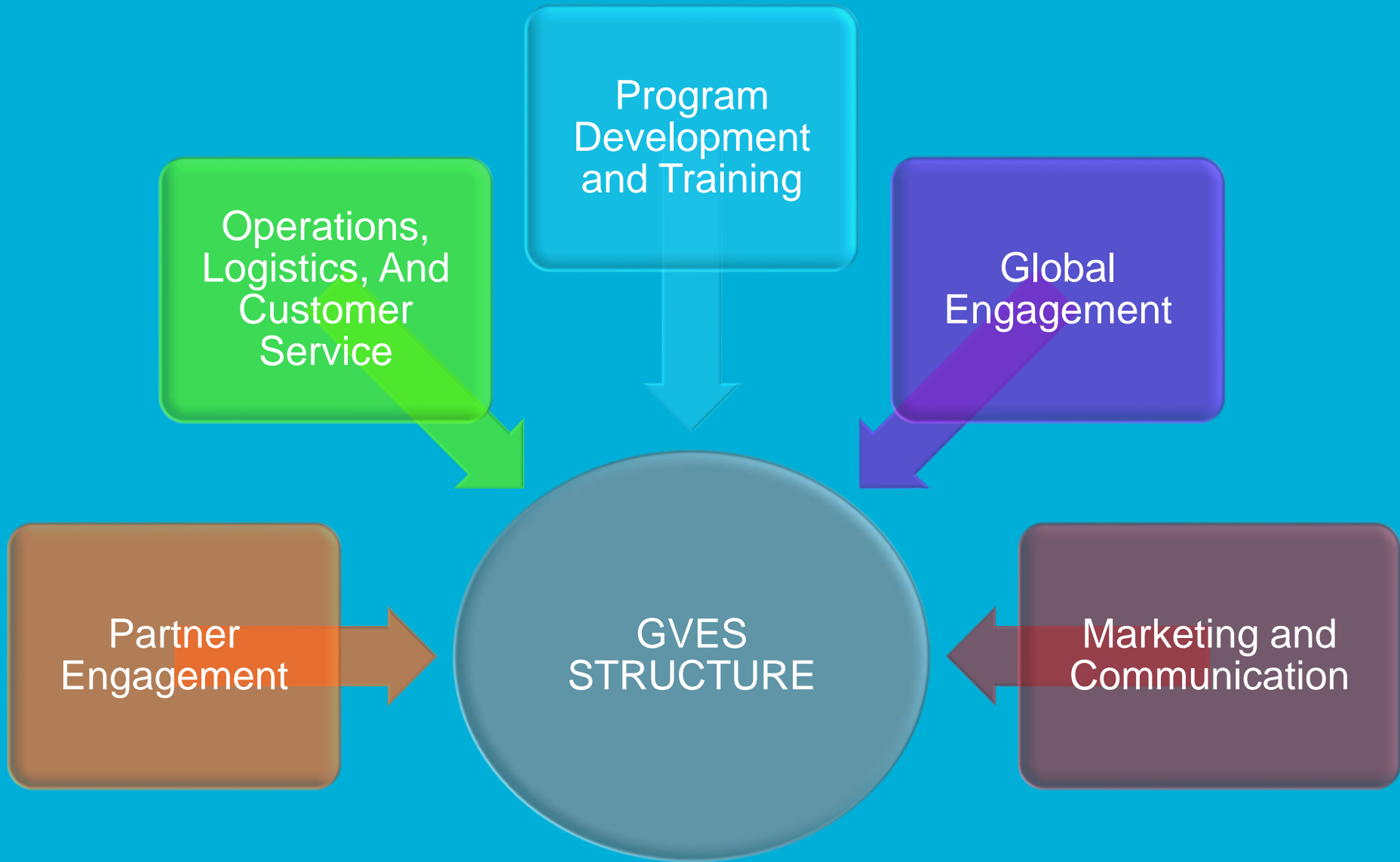
GVES 2018
Goals

Revenue

- \$3.7M to host programs
- \$1.2M for HFHI

Volunteer Life-long
Approach

- GV follow up
- Team leader network



A close-up portrait of a woman with dark hair pulled back, smiling warmly. She is wearing a bright red, textured knit sweater. The background is a soft, out-of-focus grey. A dark grey horizontal band is overlaid across the middle of the image, containing the text.

Achievements Over The Past Year

Achievements For 2017 - Revenue



\$7.4 Million global GV donations



\$2.9 Million global GV sending program donations



\$3.5 Million in US GV donations



\$949k GV sending program donations and \$233k in Collegiate Challenge fees

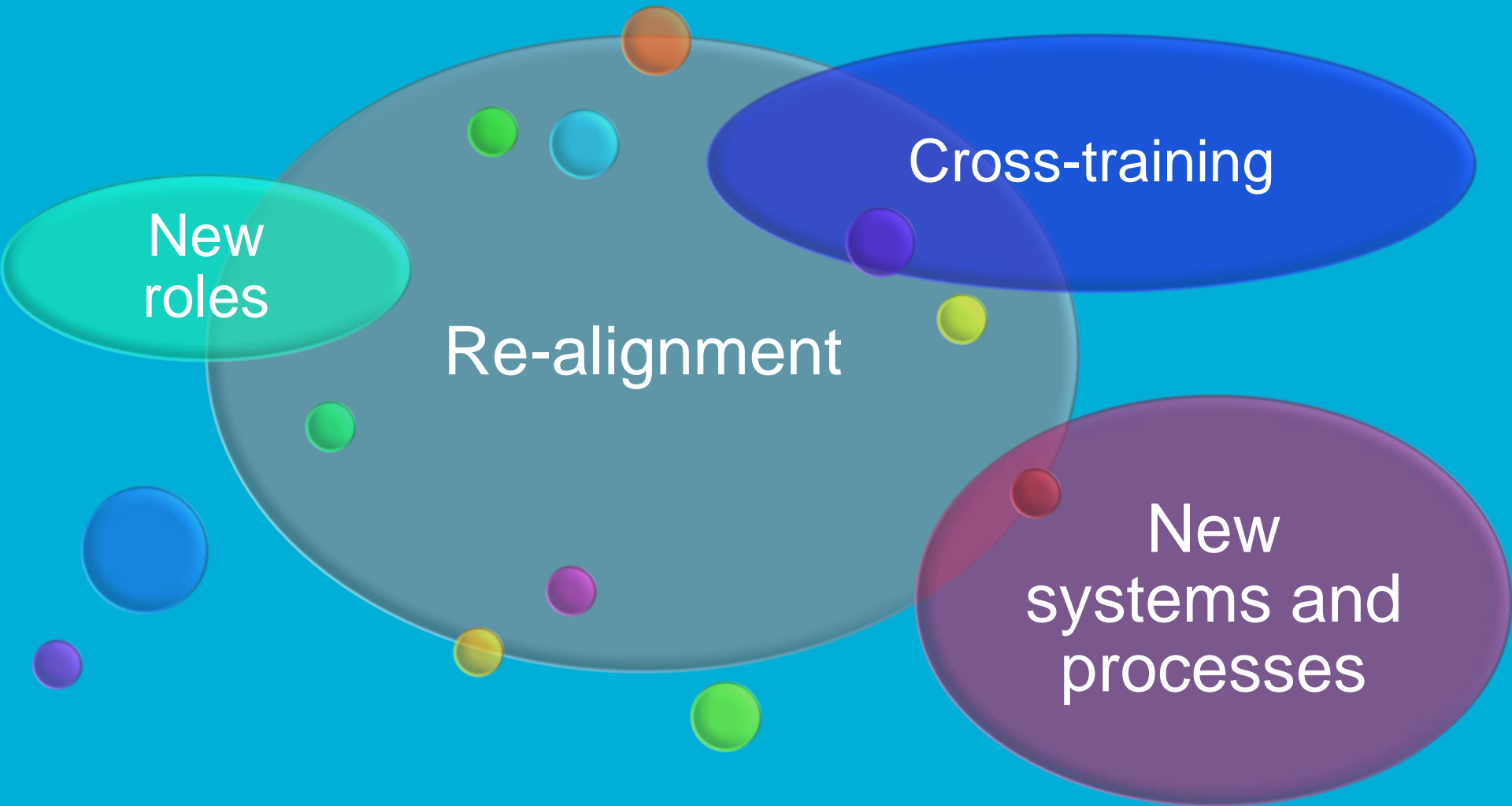
Achievements For 2017- Engagement

Expanding volunteer engagement opportunities



- 7,256 Participants In 519 Collegiate Challenge Trips
- 4,763 Participants In 356 US Global Village Trips
- Globally: 12,809 Participants Participated In 852 Global Village Teams

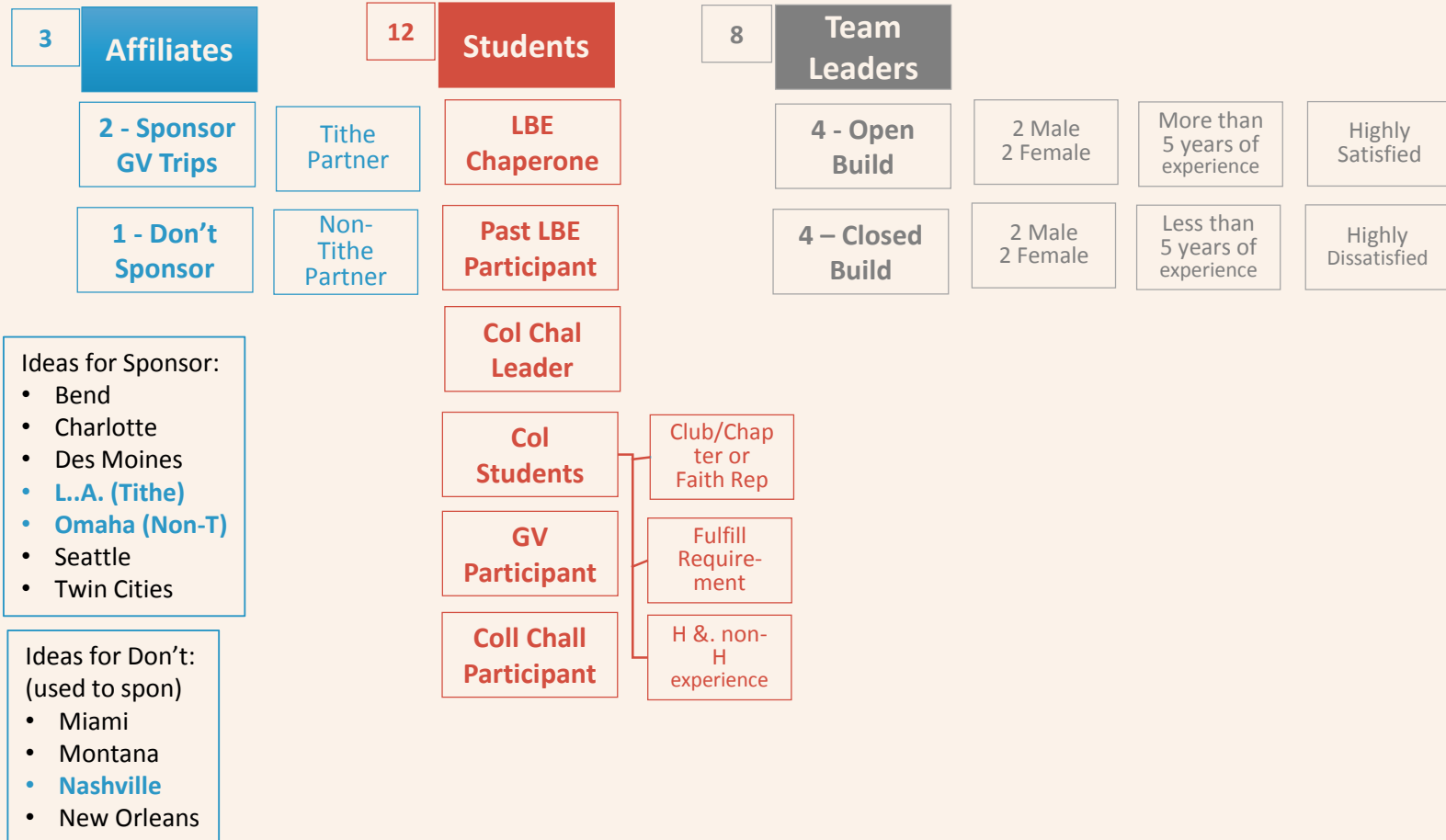
Achievements For 2017 - Realignment





Voice Of The Customer Concepts

Customer Profile: Volunteers - 1



Customer Profile: Volunteers - 2

17	Adult Volunteers					
Nature of the Team	Gender	Age	Funding Source	Frequency	Non-Traditional	2 - Corporations
6 – Open Build	9 - Women	6 - < 40	7 - Pay	3 – 1 Trip	1 – Non-US	
9 – Closed Build	8 - Men	8 – 40+	7 – Fund Raise	10 – Many Trips	2 – Never Went	
2 – Specialty Build		3 - Retired	2 – Outstanding Fundraisers	4 – Not for a While 3 y		
3 – Faith Reps across all			1 - RD			

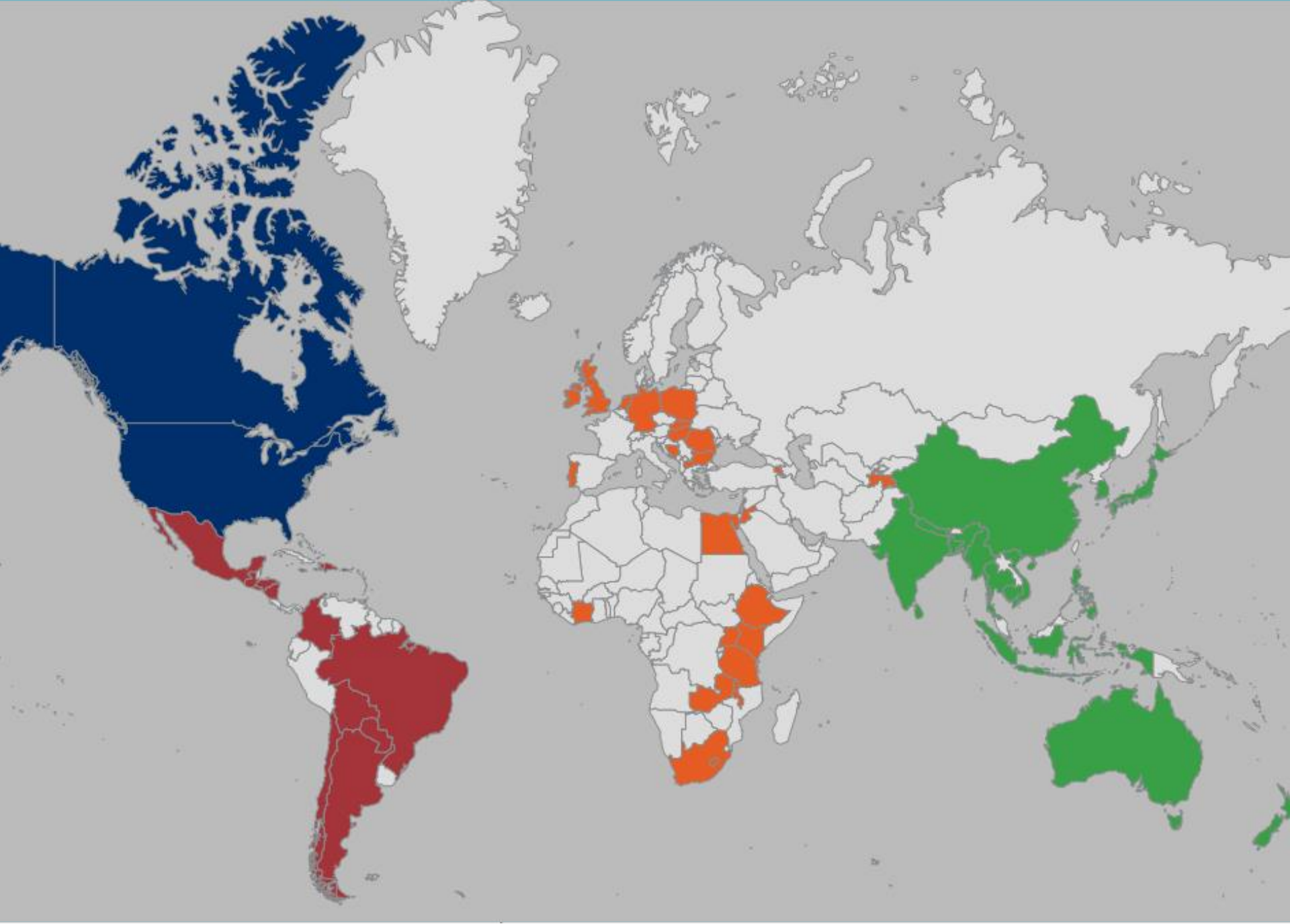
VOC Focus Concepts

1. HOTEL CALIFORNIA – Make sure they don't leave
2. BE TRANSPARENT – Improving the proposal process
3. BETTER TOGETHER – Build relevant networking forums
4. RECOGNITIONS AND MILESTONES – Honoring the investment of our volunteers
5. GLOBAL PIZZA EVALUATIONS - 360⁰ Evaluations,
6. THE PORTAL – Helping our customers find what they need,
Follow up with host country
7. VOLUNTEER UP – Leveraging Skilled Volunteers
8. RED FLAGGED VOLUNTEER -



Changes To The Process

Focus Countries, Global Changes, Evaluations, Trip Confirmation



29 Focus Countries for 2018

Focus Country List

• AP

- Cambodia
- India
- Myanmar
- Nepal
- Philippines
- Thailand
- Vietnam

• LAC

- Argentina
- Bolivia
- Brazil
- Colombia
- DR
- El Salvador
- Guatemala
- Honduras
- Mexico
- Nicaragua
- Paraguay
- T&T

• US

- Alaska
- Florida
- Hawaii
- North Carolina
- Oregon
- South Carolina
- Texas

• EMEA

- Ethiopia
- Jordan
- Kenya
- Lesotho
- Malawi
- Poland
- Portugal
- Romania
- South Africa
- Zambia

Global 360° Evaluations

- Shift from NPS 2 questions
- New Global Evaluations that give richer information from:
 - Host Program
 - Team Leader
 - Team Member
 - TES
- Sent 2nd to last day of trip
- Goals are:
 - Sharing this information with you in a timely manner
 - Providing transparency in how any issues are being addressed and corrected

Confirmation Process – Open Team Proposals

- Each year we create an open team calendar
 - The exact months and locations where we'll send open teams are strategically mapped out
 - We want to be really intentional in how we're booking open teams so they are as successful as possible in recruiting
- We receive Jan-June proposals in June and July-December proposal in September

Confirmation Process

1. Confirmation Email

2. Confirmation Webinar

3. Web Flyer Posted

1. Will be posting 9 months in advance

Trip Confirmation Process





Your Global Village team funds
 Event code: GV17XXX building in Dominican Republic
 Start: 1/7/2017 End: 1/15/2017
 Team size: 12 Payment deadline: 11/23/2016

Program donation: \$1,100
 2% is a direct contribution to Habitat's work; the rest covers your trip

What's included in the program donation:


Direct contribution to Habitat	\$20
Your contributions enable Habitat for Humanity to build strength, stability and self-reliance through shelter. Primarily you will support our locally based staff, and you will help us build housing solutions in 70 additional countries.	
• In Dominican Republic (Tithe eligible for Habitat affiliates)	\$0
• Globally	\$20
Your Global Village experience	\$1,080
Our local Habitat for Humanity affiliate is crafting an experience that will be easy for you to join, immerse you in the culture, and provide time to reflect. We will do our best to keep you safe and make your time well spent.	
• Accommodations: simple, decent, usually shared rooms	\$288
• Meals, including plenty of water and snacks	\$199
• Local transportation (your airfare to destination not included)	\$142
• Cultural activities to help you understand the place and people	\$30
• Travel medical insurance	\$70
• Support from local staff	\$169

Internal calculations | **Team funds** | Closed Team Funds | TBW Funds | Deposit Invoice

Myanmar
 Global Village volunteer handbook

healthy homes | community development | disaster recovery



Global Village Trip # Pz2t3j6		Completed
Action Item	Person Responsible	
Today		
Review The Confirmation Materials	TL	<input type="checkbox"/> Completed
Register To Join A Confirmation Call	TL	<input type="checkbox"/> Completed
Within Two Weeks		
Join a Confirmation Conference Call	TL	<input type="checkbox"/> Completed
Share.Habitat Team Site Created	HFH	<input type="checkbox"/> Completed
Within Three Weeks		
TL Creates Personal Share.Habitat Page	TL	<input type="checkbox"/> Completed
Web Flyer Posted	HFH	<input type="checkbox"/> Completed
Start Sending Applications To Team Leaders	HFH	<input checked="" type="checkbox"/> Completed
3 - 6 Months Before The Trip		
Begin Expectations Setting Calls	TL	<input type="checkbox"/> Completed
Complete Invitation Letter and Send To Volunteers	TL	<input type="checkbox"/> Completed
2 Months Before Trip		
Reminder of Final Payments Sent to Team Leader	HFH	<input type="checkbox"/> Completed
Reminder of Final Payments Sent to Team Members	TL	<input type="checkbox"/> Completed
Finish Expectations Setting Call	TL	<input type="checkbox"/> Completed
Finalize Letters (Requesting, Requesting, Requesting)	HFH	<input type="checkbox"/> Completed

Global Changes

- Minimum Standards for Workteams travelling internationally
- New lodging policy
- GV finance policies
- Insurance updates
- Volunteer Code of Conduct – [Passports]
- Care of Personal Information
- Auto Rental Guidelines for US and Canada teams to US
- International Volunteer Guidelines
- Minors Traveling without a Parent
- Incident Reporting

Everything Is Possible

Activity - Build The Dream

1. Dream Big

1. Personal dream in 5 years
2. Habitat dream in 5 Years

2. Embrace Creativity

1. What are some other ways you can use your current skills, strengths, interests, and talents to help achieve the dreams? Personal and Habitat.

3. Expect Success

1. What are the limitations you see?
2. How can we overcome them?
3. If we can't what is the "how" you're comfortable not knowing.



100% Accountable

“We are responsible for what we are, and whatever we wish ourselves to be. If what we are now has been the result of our own past actions, it certainly follows that whatever we wish to be in future can be produced by our present actions.

~Swami Vivekananda~

A black and white photograph of a mountain range with a modern building in the foreground. The mountains are rugged and snow-capped, with a valley in the foreground containing a modern, multi-story building with large windows and balconies. The sky is clear and bright.

100% Accountable

Identify Limiting Beliefs

View Failure As Feedback

Take Ownership Of Our Reactions

A young Black woman with a joyful expression is the central focus of the image. She is wearing a dark, textured, button-down shirt. The background is a vibrant blue with vertical lines, possibly a door or wall. The overall mood is positive and encouraging.

100% Accountable

- Identify Limiting Beliefs
 - Flip The Switch
- Failure is Feedback
 - Identify Lessons Learned
- Take Ownership of Our Reactions
 - Start Again

100% Accountable & Habitat

- History of Habitat
 - **Overcoming Limiting Beliefs:** No one would support the mission
 - **Failure is Feedback:** Realigning strategic goals
 - **Take Ownership of Reactions:** Didn't wait on someone else to solve the problem

- Future of Habitat
 - **Overcoming Limiting Beliefs:** Not being intimidated by the scale of the problem
 - **Failure is Feedback:** VOC Concepts
 - **Take Ownership of Reactions:** They built the first house.



Fun With Finances

Building The Budget, The Money Trip, Fundraising

What we will cover...

Building the Budget

How the money flows from
Participant to Host

Motivating your participants to
raise funds for the trip



Building The Budget

Considering Cost and Currency



Global Village Trip Budget

Jan-Mar

- **Area Offices review and approve a GV Budget Options Sheet for each project.**

April-May

- **HFHI Area Offices conduct host accreditation review to ensure minimum standards are met.**

June

- **HFH sending programs create a budget for each individual location.**

July-Sept

- **Individual trip budgets are sent to team leaders once trips have been confirmed.**

Building the Budget

Individual trip budget summary sent to Team Leader



Your Global Village team funds

Event code: GV18XXX building in Myanmar

Start: 1/4/2018

End: 1/15/2018

Team size: 12

Payment deadline: 11/20/2017

Program donation: \$1,990

40% is a direct contribution to Habitat's work; the rest covers your trip

What's included in the program donation:

Direct contribution to Habitat	\$800
Your contributions enable Habitat for Humanity to build strength, stability and self-reliance through shelter. Primarily you will support our locally based staff, and you will help us build housing solutions in 70 additional countries.	
• <i>In Myanmar</i>	\$550
• <i>Globally</i>	\$250
Your Global Village experience	\$1,190
Our local Habitat for Humanity affiliate is crafting an experience that will be easy for you to join, immerse you in the culture, and provide time to reflect. We will do our best to keep you safe and make your time well spent.	
• <i>Accommodations: simple, decent, usually shared rooms</i>	\$228
• <i>Meals, including plenty of water and snacks</i>	\$190
• <i>Local transportation (your airfare to destination not included)</i>	\$167
• <i>Cultural activities to help you understand the place and people</i>	\$60
• <i>Travel medical insurance</i>	\$85
• <i>Support from local staff</i>	\$155
• <i>Team leader administration, 1st aid kit, and contingency funds</i>	\$44
• <i>Team leader costs</i>	\$261

Team leader's commitment:

Minimum fundraising goal or contribution:	\$350
Airfare subsidy upon recruiting a full team of 12:	\$1,500

Help more families find a decent and affordable place to call home by setting a higher fundraising goal. Every dollar raised above \$1990 will be received by Habitat for Humanity as we continue to create housing solutions in your community and around the world.

Team Leader Subsidy

– Trip Cost

– Airfare Subsidy

- Kicks in when you recruit 8 participants
- If you recruit more than 12
 - It can go towards the difference in your airfare (if there is one)

– Visas – Cost not reimbursed

– \$350 Contribution

- Option to Fundraise or Pay Directly

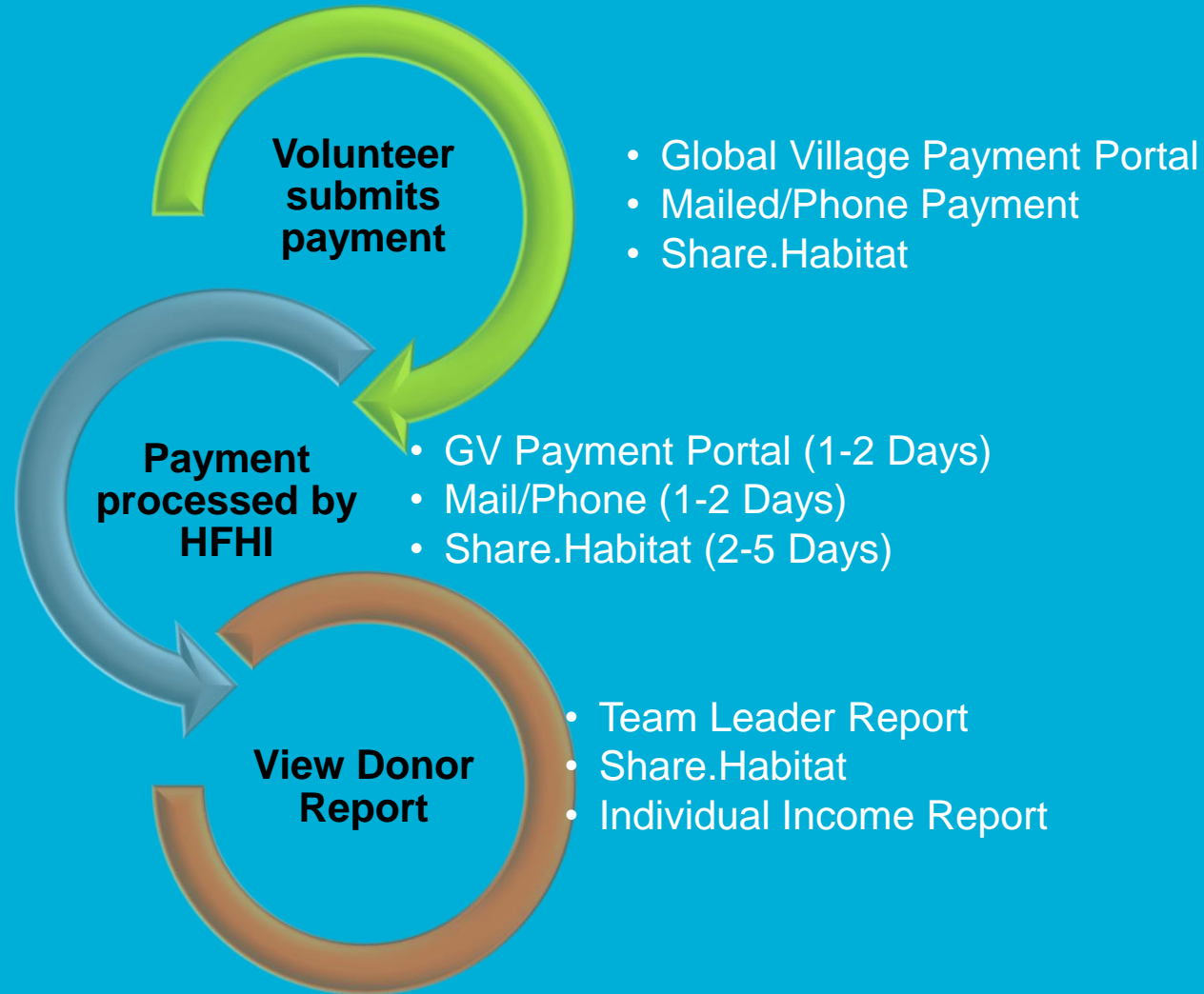


The Money Trip

How the money travels from participant to host

How the Money Flows...

Volunteer Trip Income Flow Process



Critical Financial Steps ...

Coding Donations!

Every donation is tracked through a series of codes.

GV payments must have the GV event code and participant ID in order to be coded to the correct trip and participant.

- This includes all online credit card payments, personal checks or money orders
- When donations are made via Share.Habitat, these codes are automatically connected

*Please remind your team members to know and utilize their Participant ID (eight-digit #) and GV event code (ie: GV18xxx).

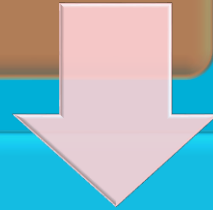
Special note: Part ID code will be a 9 digit code after March 2018

How The Money Flows

Trip funds getting to the hosting site.

45 Days Pre-trip:

- All participants are confirmed and pay in full
- All closed team invoices must be paid



30 Days Pre-trip

- Trip funds are transferred to the host site



21-14 Days Pre-trip:

- Travel advance sent to team leader
- (if applicable)

Expense Report

Global Village Team Leader Expense Report



Please refer to the Global Village Expense Report Instructions document when completing this report.

Team leader submitting report			
Trip destination		Date expense report submitted	
Local currency name		Event code	

Exchange rates during trip		
"X" Local Currency = 1 US dollar		
For payments made in US Dollars	1	= 1 US dollar
Exchange Rate 1		= 1 US dollar
Exchange Rate 2		= 1 US dollar
Exchange rate 3		= 1 US dollar

Travel advance summary	
Travel advance amount (in US dollars)	
Ending balance	\$ -
Balance due to	

Expense summary		
Category	Definition	Total expended by category
Transportation	Rentals, public transportation, taxis, fuel	\$ -
Lodging	Hotel, motels, hostels	\$ -
		\$ -

Reconciliation of Team Leader Travel Advances

14 days pre trip

- Team leader receives instructions for submitting expense report and trip receipts

5-10 days post trip

- Team leader receives welcome home email with a reminder of trip expense reporting responsibilities.

14-30 days post trip

- Team leader submits expense report and receipts to GV@habitat.org.

Failure to submit expense report within 30 days after trip end date jeopardizes the TL's opportunity to lead future trips.

Trip Event Closeout: Host Program Reconciliation

60 days post trip

- Host Program completes trip reconciliation and sends report to sending program

90 days post trip

- Sending program reviews and confirms reconciliation report

100 days post trip

- Trip event is financially closed and recorded in general ledger accounts

Cancellation Policy

- No refunds are offered if participant must cancel
 - \$350 deposit is non-refundable and non-transferable
 - More than 45 days prior or before: Can transfer part funds to holding account for up to 1 year.
 - Less than 45 days before: 100% of funds will be kept. No refunds or re-allocations are permitted.
- If Habitat cancels trip:
 - Will attempt to put participant on alternate trip
 - If alternate trip is not possible, a full refund is granted
 - Habitat will also provide up to \$250 for any change or cancellation fees related to travel.

IT Platform Updates:

Current Platforms

- Three separate systems are utilized to track logistics, participants, and finances.

•

Blackout Period

- Postponed, Possibly May or June
- IT systems will be updated in spring 2018. Check and credit card payments will be processed but acknowledgement letters will be delayed
- Payments via Share.Habitat will not be affected

Future One Stop Shop

- Personify/Small World Labs
- Participants can access their accounts and apply for trips,
- Communicate with their teams,
- Fundraise, and Make payments
- Fully implemented by 2019.



Fundraising...The Roof 😊

Motivating your team to raise funds for the trip

Direct Contributions to Habitat

- In Country: Average minimum of \$550
 - Direct donation to host program's work
- Global Donation: \$250
 - To HFHI. Covers direct and indirect program support costs.
- All donations raised above the minimum are shared between:
 - The host country (75%) and
 - HFHI (25%)

Helping Your Participants Reach Their Fundraising Goals

Coaching Tip #1: Form their story

- Help volunteers identify their reasons for joining the team
- Ask open-ended questions about their motivations, hopes

Coaching Tip #2: Help them tell their story

- Encourage them to create a page on Share.Habitat
- Remind them to make it uniquely theirs by including their personal experiences
- Ask them to share it with friends, family, and coworkers

Coaching Tip #3: Set fundraising goal

- Challenge your team to set a fundraising goal above program cost
- Challenge your team to set a supporters goal

Best Practices From The Community

- Fundraise creatively
- Update on fundraising milestones
- Share authentically
- Equate dollars to what it can buy for the house
- Ask self-funded volunteers to share their share.Habitat page anyway
- Bring your supporters with you

Philippe Pinatel

Fundraising for: Zambia - Douglas/Kovac OVC Team



MAKE A DONATION

Not Ready To Donate? [Become a Supporter](#)



76

SUPPORTERS

\$32,610

RAISED (USD)

Goal: \$20,000

Days Left: 15

From Philippe

In November I'll be traveling to Zambia to work as a volunteer. Our team will be building houses for orphans and their caretaker in this community devastated by HIV.

Christopher Davis

Fundraising for: Colombia Team



MAKE A DONATION

Not Ready To Donate? [Become a Supporter](#)



90

SUPPORTERS

\$9,530

RAISED (USD)

Goal: \$12,000

Days Left: 21

From Christopher

I'm returning to Colombia so that families in a shantytown will have a decent place to live. Please donate and share with your friends. Chris

Nicaragua - Krochock Team

 Team Captain Russ Krochock  Fundraising for Habitat for Humanity Global Village



SUPPORT SHARE.

Keep it going: Share with friends



231

SUPPORTERS

\$27,900

RAISED

GOAL: \$25,000

DAYS LEFT: 0



Rick Rapp
\$5,825/\$3,700



Mary Pearson
\$3,800/\$2,000



Paul And Dylan Zavag...
\$3,400/\$5,000



Ashley Murray
\$1,975/\$2,525



Kim Petschek
\$1,900/\$1,000



Matthew Lopes
\$1,725/\$2,000



Alex Johnson
\$1,675/\$2,400



Deanna Gray
\$1,675/\$2,000



Lisa Sinke
\$1,650/\$500



Beatrice Haapanen
\$1,650/\$500



Elisabeth Youngerman
\$1,625/\$500



Russ Krochock
\$900/\$300

Set The Example...

- Create an individual fundraising page and set a personal fund raising goal
- Share your personal story with your team
- Thank your team when they meet their fund raising goal.



We Are Connected

“We don't accomplish anything in this world alone ... and whatever happens is the result of the whole tapestry of one's life and all the weavings of individual threads from one to another that creates something.”

~Sandra Day O'Connor~

A young boy with short dark hair is smiling warmly at the camera. He is wearing a black t-shirt with a white graphic of a bird or wing. He is holding a small, light-colored tabby kitten in his arms. The background is a soft-focus outdoor setting with green trees and a grey wall. The image is framed by a blue border at the top and bottom, and a yellow border at the very bottom.

We Are Connected

Working With Others

Working For Others

Working Through Others



We Are Connected

- Working With Others
 - Identify the people that help us achieve our dreams and be our best. Our Dream Team.
- Working For Others
 - Lead with value.
 - Find ways to add value to those people live, dreams, or goals.
- Working Through Others
 - Find The value in everyone.
 - What other people or organization are necessary to make the dream happen.

We Are Connected Internally



We Are Connected & Habitat

- History of Habitat
 - **Working With Others:** Clarence Jordan and Millard and Linda Fuller coming together with a vision
 - **Working For Others:** Literally working for the betterment of the world.
 - **Working Through Others:** Different communities came together to achieve the dream.
- Future of Habitat
 - **Working With Others:** Re-Alignment (Seeing The Value in Everyone)
 - **Working For Others:** Trying to find different ways to serve specific vulnerable communities and our partner families.
 - **Working Through Others:** Strategic Partners – Team Leaders, Volunteers, HFHI Staff, Affiliates, Area Office, Partner Families,



Team Dynamics

Creating Positive Team Members

- Starts at the Expectations Setting Call
 - Set clear expectations and create diverse teams-
 - Blend newbie's, previous teams, young, old, international
- Assign jobs
 - Counter, keeper of journal, journal writers, dinner selectors, cultural selectors, house dedication team representors, reflection leaders
- Get Them Excited
 - Videos from previous builds
 - Photos from previous builds
- Making It Personal
 - Have each team member identify their personal “why for the trip”
 - Team web site
 - Journal
 - Birthdays of team members

Difficult Team Members

What Do They Do?

- Blaming others and making excuses
- Diminishing the contributions of others
- Spreading innuendo and rumor
- Exaggerating the importance of their contribution
- Demanding respect because of positional power or service longevity
- Being impatient or frequently short-tempered
- Talking down to others. Acting entitled to special treatment or privileges
- Justifying their poor treatment of others
- Being overly critical of others
- Complaining about the lack of opportunity

How Do We Respond?

1. Identify the who, and the what.
2. Listen for the why.
3. Focus on the behavior and mindset not the person.
 1. Continue to Engage
 1. Remind them of purpose.
 2. Give them a role
 3. Give them a time period to change the behavior
 4. Congratulate them when behavior is changed.
 2. Disengage
 1. (Contact who and when – Code of Conduct)

Code of Conduct

- Promote a respectful community.
- Prioritize site safety.
- Uphold a zero-tolerance policy for alcohol, drugs and weapons.
- Model behavior that respects the human rights of all people and protects beneficiaries and children from exploitation and abuse.
- Follow the gift giving policy.
- Safeguard ministry assets.
- Maintain confidentiality.

You can report violations of this volunteer code of conduct anonymously through www.mysafeworkplace.com.

- I understand that HFHI has the right to release me from my volunteer position at its discretion. I also understand that I am responsible for any costs that I may incur due to a violation of the code of conduct. (Everyone signs this.)



Team Leader Community



Staying Connected After The Build

In Person
Meet-Ups

Service Days:
Plan a weekend where each person does a local service project.

Social Media:
Create your trips private page for you to exchange memories and talk about upcoming trips.

Email List:
Email each other monthly stories about a memory from the trip.

Future Trips:
Plan to travel together for future GV trips. Closed trips

Use the last two reflection meetings to come up with your connection plan.



Team Leader Breakout

- Personifycorp.com
 - Pain Points
 - Online Communities
 - Connecting