



City Gospel Mission – Volunteer Guidelines & Policies

Relationships & Boundaries

1. **Be yourself.** Our community is beautifully diverse. Everyone is welcome. Our personal uniqueness makes us who we are, so be you!
2. **We need each other.** Relationships take time and are a **mutual** exchange between people. Coming regularly, actively listening, and fully engaging will help establish relationships with those guests who you naturally connect with.
3. **Stay connected.** If your group includes children, an adult needs to be with them at all times.
4. **Share your life, not your address.** By their very nature, relationships involve sharing aspects of our lives with one another. Personal journeys, interests, hobbies, triumphs and failures. We encourage you to share these aspects of your life. We also acknowledge certain limitations are necessary for safety sake. Please avoid giving personal information such as your **address, phone number or social media** information without prior approval from your staff supervisor. Also, do not invite any guests or participants to your home.
5. **No room for romance.** The integrity of City Gospel Mission's work depends on healthy boundaries in the community. It is important that every volunteer avoids any romantic or flirtatious behaviors with anyone in the community. For your safety, and the safety of others please refrain from being alone while serving at CGM.

Personal Conduct & Other Important rules

6. **Leave Valuables at home.** Please remember to lock your doors and leave valuables at home (including purses), or out of sight! Don't move items to your trunk after arriving. City Gospel Mission cannot take responsibility for any damage or loss incurred to your vehicle or its contents while you are serving at City Gospel Mission.
7. **Money isn't the answer.** Understanding that poverty is rooted in something far greater than mere financial need, and that monetary gifts can be a complicating factor in relationships, we prohibit monetary or other gifts to people in our community at CGM.
8. **Dress Code** – Clothing can be distracting! We ask that you dress modestly and comfortably, so you can really focus on the task at hand – relationships! Please avoid tight, low, and barely-there tops, short shorts and skirts, and muscle shirts (women and men). Please also avoid wearing clothes that advertise, promote, or portray sex, alcohol, cigarettes, drugs or violence.
9. **...but words will never hurt me. We disagree!** Our goal is to facilitate and participate in edifying conversation. We request that cursing and harsh words are avoided while serving with City Gospel Mission.
10. **Mission Confidential.** Please no photos or sharing the personal information of those not in your volunteer group.
11. **For Safety Sake!** If anything causes you to feel uncomfortable, or seems inappropriate, unsafe, or is concerning, please report it to the staff person on duty. Our goal is to keep the community as safe as possible.
12. **When in doubt, defer it out.** Staff are trained, and equipped with the resources to address concerns that may arise, -- when in doubt, ask a staff member. If the media or news wants to talk to you about CGM please contact the staff on duty. Staff members have your best interest at heart, please listen to their instruction and respect their authority. Please contact handerson@citygospelmission.org with any other questions.

“Breaking the cycle of poverty and despair . . . one life at a time.”