

Residential Volunteer Policy and Rights

1. Why This Document Exists

At Arise Collective, we genuinely welcome residents who want to give back, share their talents, build skills, and contribute to our community through volunteer service. This document explains what volunteering means at Arise Collective.

2. Volunteering Is Always Your Choice

Choosing to volunteer with Arise Collective is completely up to you. You will never be required, pressured, or expected to volunteer as a condition of receiving any Arise Collective service or support — including housing, programming, case management, transportation, or financial assistance.

You can say no to a volunteer opportunity without giving a reason. You can stop volunteering at any time. Neither decision will affect your program standing, your housing, or your access to any service or resource we offer.

Volunteering with Arise Collective is never a condition of your housing, programming, case management, or any other service.

3. Community Volunteering vs. Volunteering for Arise Collective

If you are not currently working, your residential program may include a community volunteer requirement. You can fulfill your community volunteer requirement through any approved organization in the community. You are not required to volunteer for Arise Collective to meet that requirement, and choosing not to volunteer here will never be counted against you, as long as you meet the requirement through another approved placement.

If you need help identifying other community volunteer opportunities, just ask — we are glad to help you find options outside of Arise Collective.

Your community volunteer requirement can be met through any approved organization. You are never required to fulfill it through Arise Collective specifically.

4. Volunteering Is Unpaid

Volunteer opportunities with Arise Collective are unpaid. You will not receive wages, Arise Cash, gift cards, extra program privileges, preferential access to services, financial assistance, or any other material benefit in exchange for volunteering.

Volunteering will not give you preferential treatment in any Arise Collective program. Your access to services is based on your program needs — not on whether or how much you volunteer.

If a volunteer activity requires reimbursement for specific out-of-pocket costs (like transportation), that reimbursement is not compensation — it simply covers the cost of participating.

5. What Volunteer Opportunities Look Like

Volunteer roles at Arise Collective are designed to be meaningful — built around your interests, strengths, talents, and lived experience, not organizational convenience.

Any volunteer opportunity offered to you should:

- Have a clear purpose and well-defined responsibilities
- Be something you genuinely choose to do
- Come with appropriate orientation, support, and supervision
- Be similar to opportunities offered to volunteers from the broader community
- Respect your privacy, safety, and personal boundaries
- Match your skills and interests

You should never be placed in a role that substitutes for paid staff work or that amounts to routine labor the organization would otherwise pay someone to perform.

6. How to Express Interest

If you're interested in volunteering with Arise Collective, you can let staff know and explore what opportunities might be a good fit for you. Opportunities will generally be shared openly so you can express interest — rather than being individually assigned or directed to a role.

7. What Volunteering Is Separate From

Volunteering with Arise Collective is completely separate from your residential program. It is not connected to:

- Required residential programming
- Your case management or individualized service plan
- Household or residential responsibilities
- Your community volunteer requirement
- Any employment or work assignment
- Activities required to maintain your place in the program

Nothing that is already required as part of your residential program will be repackaged or recorded as voluntary service for Arise Collective.

Volunteering does not excuse you from other residential responsibilities unless a specific program policy says otherwise.

8. While You Are Volunteering

When you are in a volunteer role, you are expected to follow the same policies, safety procedures, confidentiality requirements, and expectations that apply to all Arise Collective volunteers in similar roles.

Staff will be clear with you about when they are speaking to you as a program participant and when they are interacting with you in your volunteer capacity — these are distinct roles and will be treated as such.

Your access to confidential information (about other participants, donors, staff, or organizational finances) will be limited to what is directly relevant to your volunteer responsibilities.

9. Tracking Your Volunteer Hours

Arise Collective may keep a record of your volunteer service for recognition purposes, your own reference, or documentation you request — such as a letter verifying your service for future employment or other applications.

Tracking your hours does not create an employment relationship and does not entitle you to wages, compensation, or additional program benefits.

Any records of your Arise Collective volunteer service will be kept separately from records of any community volunteer service required by your residential program.

10. Stepping Away from a Volunteer Role

You can end your volunteer service with Arise Collective at any time, for any reason, without penalty.

Arise Collective may also modify, pause, or end a volunteer placement if organizational needs change, or if safety, confidentiality, or conduct concerns arise.

Stepping away from a volunteer role — for any reason — will not affect your eligibility for residential services or any other Arise Collective program.

11. What You Can Expect from Staff

Before you take on any volunteer role, staff will make sure:

- You understand that volunteering is optional and entirely your choice
- You know the role is unpaid and comes with no incentives
- You have freely expressed interest — not been directed or pressured
- The responsibilities are appropriate for a volunteer, not a paid position
- The role is clearly separate from your program requirements and residential responsibilities
- Saying no — or stopping — will not result in any negative consequences for you

If you are ever unsure whether something being asked of you is truly voluntary, you have the right to ask. You also have the right to speak with leadership if you have concerns about how a volunteer opportunity is being presented or managed.

12. Our Commitment to You

Arise Collective values everything you bring — your knowledge, your experiences, your talents, and your perspective. If you choose to volunteer, we want that experience to feel meaningful, respected, and clearly separate from the services and support you receive as a resident.

Acknowledgment

By signing below, I confirm that I have read and understood this document. I understand that volunteering with Arise Collective is voluntary and separate from my residential program services and requirements.

Full Name (Printed)

Date

Signature

Date

FOR STAFF USE ONLY

Staff Name & Signature

Date