

## Pulse Outreach Volunteer Waiver

**Notice: this release and waiver of liability affects rights you have relating to your volunteer activities with Pulse Outreach and/or Together DBA Pulse Outreach (referred to jointly as “Released Parties”).**

I, the Volunteer, desire to work as a volunteer for one or more of the Released Parties and engage in the activities related to being a volunteer (“Activities”). I understand that my Activities may include but are not limited to the following: working in the Pulse Outreach offices or sites where Pulse Outreach is operating away from its offices; traveling to and from sites; consuming food available or provided; living in housing provided for volunteers; performing physical labor at the sites for Pulse’s events, and other activities.

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

**Assumption of Risk.** I assume all risks associated with my participation in the Released Parties’ activities and events. I acknowledge and agree that the Released Parties are not responsible for the safety or security of my personal effects and release the Released Parties from liability for theft, damage, or destruction of my personal property. I also understand that while volunteering for the Released Parties I may enter into activities that may be hazardous to me and I hereby expressly and specifically assume the risk of injury or harm in these activities and release the Released Parties from all liability for injury, illness, death or property damage resulting from the activities of my time working with the Released Parties.

**Release.** In consideration for the opportunity to volunteer with the Released Parties, I hereby release the Released Parties from any and all liability for claims or damages I might have relating to my volunteer activity with the Released Parties. In consideration of volunteering, I release and forever hold harmless Pulse Outreach, its Board members, officers, trustees, members, legal representatives, successors and assigns from all liability, claims and demands of whatever kind of nature, either in law or in equity, which arise or may hereafter arise for the volunteer services I provide. I also understand that Pulse Outreach 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. I will not initiate any claim, lawsuit, court action or other legal proceeding or demand against the Released Parties or join or assist in the prosecution of any claim for money or other damages which anyone may have, on account of my volunteering.

**Indemnification.** I agree further to defend, indemnify and hold harmless the Released Parties against any and all losses, damages, liabilities, claims, or whatever kind of nature, including reasonable attorney fees, resulting from my actions while volunteering with the Released Parties.

**No employment relationship or insurance benefits.** I understand and acknowledge that I am a volunteer, not an employee of the Released Parties or other organizations that work with the Released Parties. As a volunteer, I am not entitled to benefits from the Released Parties, including but not limited to health or accident insurance, workers compensation benefits, or compensation for duties performed or hours worked. I understand that, except as otherwise agreed to by the Released Parties in writing, the Released Parties are under no obligation to provide, carry or maintain health, medical, travel, disability or other insurance coverage for any Volunteer. Each Volunteer is expected and encouraged to obtain his or her own health, medical, travel, disability or other insurance coverage.

I also understand that the Released Parties make no promise to employ my services now, or at any future date. I understand that by my agreeing to serve as a volunteer, it no way obligates me as a volunteer in the future.

**Volunteer’s Representations.** To my knowledge, I have no restrictions that would keep me from performing the duties I have accepted, and at no time will I undertake responsibilities that would aggravate a pre-existing medical condition.

**Consent to Emergency Assistance and Release Related to Assistance.** I agree the Released Parties may contact emergency medical care or first aid in the event I suffer any illness or accident while performing volunteer activities. I release and forever discharge the Released Parties 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 volunteering with the Released Parties.

**Representations and Volunteer Code of Conduct.** I understand that Pulse Outreach strives to be good stewards of their resources and diligent in their concern for the safety and security of all volunteers, staff and resources affiliated with the ministry. **I understand I may be terminated as a volunteer at any time for any reason,** including conduct that violates Pulse's Code of Conduct, for any illegal activity during my time as a volunteer or for language or behavior that is viewed as threatening or contradictory to Pulse Outreach's Christian identity.

**Pulse's Volunteer Standards of Conduct:**

- My actions and words will be a positive and supportive representation of Pulse Outreach, and their Christian values.
- I will be respectful of Pulse Outreach facilitation, venue staff, event attendees and other volunteers serving alongside me- putting others and the guests Pulse serves, before my own needs and concerns.
- I will refrain from divisive and disrespectful theological and political dialogue and debates while volunteering for Pulse, being respectful of the variety of cultures and faiths that I may interact with that may differ from my own.
- My purpose and focus in volunteering is to represent and support Pulse Outreach and whom they serve; therefore, I will not solicit on behalf of any other organizations or causes while volunteering for Pulse Outreach.
- Following the instructions given to me onsite, I will follow onsite instructions and processes to safeguard all personal and private information of all involved.

**Consent to Use of Photographs, Video, Images, Likeness in Pulse Materials.** I acknowledge and agree that while volunteering with Pulse Outreach, my activities may be photographed or videotaped. I consent to the use by Pulse Outreach and/or its authorized representative of photographs or videos in which I appear, and I acknowledge and agree that I have no ownership rights in or to those photographs or videos. I release Pulse Outreach, its agents and assignees from any claims that I may have relating to any photographs or videos, including without limitation, and claim arising under the right of publicity, right of privacy, defamation and/or copyright infringement.

**Choice of Minnesota Law and Interpretation of Agreement.** As a volunteer, I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the state of Minnesota and this Release shall be governed by and interpreted in accordance with the laws of the state of Minnesota. I agree that in the event that any clause or provisions of this Release is deemed invalid, the enforceability of the remaining provisions of this Release shall not be affected.

I, the Volunteer, expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the state of Minnesota. I further agree that in the event any clause or provision of this Release 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 clauses or provisions of this Release, which shall continue to be enforceable. Further, a waiver of a right under this Release does not prevent the exercise of any other right.