



Volunteering at the Home

What volunteers can expect

Volunteers can expect to join a dynamic team of healthcare professionals. You will utilize your own special skills and experiences. Expect to make new friends, increase your social circle, and simply give back to your community. Everyone volunteers for a different reason, but one thing is for certain...expect to receive as much as you give.

At The Darling Home for Kids we believe in positive experiences. We will strive to make your volunteer experience an enjoyable one from start to finish. When you make your decision to volunteer at The Darling Home for Kids the following steps must be completed:

- **Application**
All applicants are asked to complete an application form. The form offers the home pre screening information such as interests, availability, and qualifications or certifications. This will help the Home find an appropriate placement for each volunteer.
- **Interview**
All persons applying for volunteer positions at the Home are interviewed in person by our Volunteer Engagement Officer. The interview offers the prospective volunteer the opportunity to learn about The Darling Home for Kids, its mission and available volunteer positions. The purpose of the initial interview is to determine the qualifications, ability and suitability of the individual to perform volunteer service on behalf of The Darling Home for Kids.
- **References**
All applicants are required to provide two professional and/or personal references which will need to be submitted prior to acceptance into the volunteer program.
- **Vulnerable Sector Criminal Reference Check**
All volunteers (18+ years of age), volunteering onsite, are required to submit a Vulnerable Sector Criminal Reference check prior to acceptance as a volunteer. Individuals who refuse to comply with this request or persons with a criminal record will not be accepted as volunteers. A yearly Offense Declaration will be completed every year thereafter.
- **Medical**
Volunteers should be in good health both mentally and physically. If a volunteer is under the care of a physician, a certificate/letter may be requested attesting to the person's capability to perform the assigned responsibilities.
- **Orientation**
Attendance at an orientation session is mandatory for all prospective volunteers. The orientation session prepares the volunteer with knowledge about the Home, the program's policies and procedures and the roles and responsibilities of the volunteer.
- **Training**
Volunteers must undergo training appropriate to their volunteer position. Training shifts will vary dependant on the volunteer position, comfort level of the volunteer and expectations of the Home.



The Home's Expectations

- **Commitment**
Volunteers are asked to commit to an **8-month volunteer term** (exceptions apply). You will be part of the team and the staff will rely on you. A vast amount of time is invested in recruiting and training our volunteers.
- **Shifts**
Volunteer shifts vary, but most are 4 hours per week or 4 hours every other week, working between the hours of 9:00 am and 9:00 p.m. Each volunteer role requires a different commitment and schedule.

Eligibility

- **Age**
All volunteers must be 14 years of age or older. Any applicant under the age of 18 must have the signature of a parent/guardian on their application form before acceptance into the volunteer program. Our Youth Volunteer Initiative and #Youth4DHK programs are geared towards youth 14-19 years of age.
- **Family of child**
Parents of children at The Darling Home for Kids cannot serve as a volunteer at the Home. Upon cessation of services with The Darling Home for Kids, parents will be required to fulfill a one-year waiting period prior to performing on-site volunteer duties.
- **Family of staff**
Family members of employees are allowed to volunteer, but are not placed under the direct supervision or within the same department as other members of their family.
- **Students as Volunteers**
The Darling Home for Kids accepts as volunteers those participating in student placements, corporate volunteer programs, volunteer referral programs and other placements when possible. A volunteer must be officially accepted and enrolled prior to the performance of a task. In each of these cases, a special agreement will be in effect with the organization, school or program from which the special case volunteers originate. The agreement will identify the person responsible for the management and care of the volunteers and commitment timelines.
- **Family Unit Volunteers**
Families interested in volunteering together will be accessed on a case-by-case basis. These family units may engage in certain fundraising and family events, as well as on-site assistance with errands, outdoor gardening, and kitchen help. Family unit volunteers do not engage directly with our clients. The adults of family units will undergo all training and orientation and supervise their children and youth appropriately.