



Boise Soul Food Festival Limited Volunteer Agreement

BOISE SOUL FOOD Festival commits to the following for our volunteers:	2
As a volunteer with BOISE SOUL FOOD Festival, you have the right:	2
As a Volunteer with BOISE SOUL FOOD Festival, you are responsible for the following:	3
BOISE SOUL FOOD maintains the following rights:	4
As a volunteer with BOISE SOUL FOOD, you will enjoy the following benefits:	5
Signature and Acceptance:	6



Volunteers are an essential part of our Festival. Without your time, energy and enthusiasm this festival would not exist! THANK YOU for participating and supporting our community.

BOISE SOUL FOOD Festival commits to the following for our volunteers:

- To assign volunteer roles and duties appropriately based on skill, qualifications and experience without bias.
- To successfully prepare all volunteers for their roles by providing training and documentation outlining policies, procedures and responsibilities.
- To communicate volunteer assignments and schedules in a reasonable amount of time so volunteers may prepare and make necessary travel and other arrangements.
- To provide a means for all volunteers to submit feedback.
- To recognize the contributions of all volunteers.
- To take the lead in creating an atmosphere of safety, respect and support.
- To, at all times, protect the best interests of the festival, its staff and volunteers.

As a volunteer with BOISE SOUL FOOD Festival, you have the right:

- Volunteer desires to participate as an unpaid volunteer for the Boise Soul Food Festival, upon the terms and conditions contained in this Agreement. Volunteer's execution and return of this Agreement to Festival is a condition precedent to Volunteer's volunteering for the festival.
- Volunteers acknowledge and agree that he/she is not an employee, agent, or contractor of the festival. Volunteer further acknowledges that he/she has received no promise regarding and has no expectation of compensation of any sort and that he/she will not become eligible for any employment benefits as a result of the volunteer activities that he/she performs under this Agreement. Volunteer is agreeing to perform volunteer activities solely for his/her personal purposes, pleasure, or education.



- To be properly informed of any festival policies, procedures and programs related to your specific volunteer role(s).
- Volunteer to have a clear understanding of what is required of you in your assigned volunteer role(s). To feel comfortable with the duties, tasks and responsibilities of any role you are assigned. To feel safe, respected and supported at all times.
- To have the opportunity to provide feedback, both positive and negative, both in your name and anonymously.
- To be recognized for your contributions and efforts.
- To appeal decisions regarding your assigned role(s) and volunteer status directly with your Volunteer Coordinator.

As a Volunteer with BOISE SOUL FOOD Festival, you are responsible for the following:

- To treat all volunteers, festival staff, venue staff and public with respect.
- Volunteers shall follow the rules and directions of the festival at all times while acting as a volunteer. Volunteers shall not make any statements, orally or in writing, regardless of whether such statements are truthful, nor take any actions, which could disparage the reputation and/or goodwill of the Boise Soul Food Festival.
- Volunteers will sign up for positions or shifts on a flexible schedule during the Soul Food Festival. Volunteers may be reassigned to different positions by the Volunteer Coordinators in accordance with the needs of the festival for the scheduled shift the Volunteer has chosen.
- Volunteer to arrive on time and complete each shift. Volunteers must check in at the Volunteer Booth approximately 15-30 minutes prior to the scheduled shift.
- Volunteers will notify the Volunteer Coordinator as soon as possible if he/she anticipates missing a shift due to unforeseen circumstances or emergencies. Unexcused absences and habitual tardiness may affect Volunteer's ability to volunteer for future Festivals. Volunteers are requested to **cancel any assigned shift within 48 hours of shift start time.**
- To perform all duties to the best of your ability and maintain a team-oriented attitude.
- To assist in maintaining an atmosphere of safety, respect and support.
- To maintain an unaltered state of mind, which includes abstaining from all alcohol and recreational drug use while on shift and/or representing BOISE SOUL FOOD in any capacity.
- Volunteer acknowledges that he/she participates willingly and voluntarily in providing volunteer services and assumes full and sole responsibility for personal injury, accidents or



illness, including death, and for damage to or loss of personal property while providing volunteer services. To the fullest extent permitted by law, Volunteer will release, indemnify, hold harmless, and defend the Festival, and its directors, officers, employees, agents, managers, other volunteers, contractors, and representatives (collectively “Indemnified Parties”) from and against any and all liabilities, losses, claims, demands, liens, and actions of any nature whatsoever, including but not limited to attorney fees and defense costs (collectively Liabilities) arising out of, related to, or in connection with this Agreement. The release, indemnification, hold harmless, and defense obligations extend, but are not limited to, Liabilities in favor of, claimed, demanded or brought by Volunteer, Volunteer’s heirs, personal representatives, and assigns, the Indemnified Parties, or third parties on account of injury, death, property damage, or other losses, now existing or arising in the future. The provisions of this paragraph will survive termination or expiration of this Agreement.

BOISE SOUL FOOD maintains the following rights:

- To screen both incoming and returning volunteers.
- To set minimum standards and skills required for volunteer roles.
- To expect that all volunteers maintain a high standard of conduct and behavior while interacting with other volunteers, festival staff, venue staff and general public.
- To expect that all volunteers will fulfill their duties and responsibilities as required by their roles, to the best of their abilities and in accordance with Festival policies and procedures.
- To take appropriate action in case of breach of such rights and agreements.
- This Agreement will be governed by and construed in accordance with the laws of Idaho, excluding any choice of law provisions that would otherwise require application of laws of any other jurisdiction. In the event it becomes necessary for either Party to enforce its rights under this Agreement, then with or without litigation, the prevailing Party will be entitled to recover all reasonable expenses, including attorney fees and costs, arising out of the enforcement of its rights.
- Neither Party may assign its rights or obligations under this Agreement without the prior written consent of the other Party.
- This Agreement contains the entire agreement between the Parties concerning the subject matter, and it replaces and supersedes any and all prior or contemporaneous, oral or written, agreements, understandings, communications, and representations between the Parties. This



Agreement may not be amended except in writing signed by the Parties.

As a volunteer with BOISE SOUL FOOD, you will enjoy the following benefits:

- Volunteer t-shirt.
- Food and refreshments while on-shift at the festival.
- Bragging rights for the opportunity to educate, support and grow Black culture in Idaho for present and future generations.
- Strengthening community relationships.

Volunteer hereby acknowledges that he/she has carefully read this Agreement and fully understands its contents. The volunteer is aware that this is a binding legal contract between him/her and the festival and that it affects Volunteer's legal rights. Volunteer further acknowledges that he/she has had the opportunity to review this Agreement and to seek legal advice if he/she has any questions.



Signature and Acceptance:

By signing up as a volunteer with the Boise Soul Food Festival you agree with the terms and conditions of the Boise Soul Food Festival Volunteer Agreement which states the position is un-paid and you agree to the extent allowable by law to defend, indemnify, and hold harmless the Idaho Black Community Alliance and the Boise Soul Food Festival.

Printed Name: _____ Date: _____

Signature: _____

Email Address: _____ Phone: _____

Address: _____

City: _____ State: _____ Zip: _____

If the Volunteer is under age 18, his/her parent or guardian must also acknowledge consent to this Agreement by signing below. Also, complete the above information.

Parent / Guardian Printed Name: _____ Date: _____

Parent / Guardian Signature: _____

COMPLETING THIS FORM

Please review and return fully signed and dated. You can then either scan it or take a picture of the signature page and email it to volunteer@boisesoulfood.org.