

Volunteer Application

YWCA Missoula understands that creating a volunteer and staff base of diverse identities, backgrounds, and perspectives is undeniably crucial in our pursuit to empower our community members and eliminate racism. We acknowledge that we exist in a world where discrimination, prejudice, and inequity infiltrate our communities on both a systemic and personal level. We understand that the extent to which we can make an impact on our community relies on our ability to create an inclusive space within our own walls. We pledge to create an environment where all feel valued and seen for the skills and perspectives they bring to the table and where shared humanity is celebrated. We are committed to being an active agent in the fight for justice and equity, but this cannot be done without individuals of different races, ethnicities, sexual orientations, gender identities, abilities, and life experiences on our team to strengthen our impact.

Name and Contact Information

Please write or print clearly.

Name:	Pronouns:
Street Address:	City:
Zip:	Phone 1:
Email:	Phone 2:

Please check the appropriate box for you volunteer interest (check as many as you'd like):

- | | |
|---|--|
| <input type="checkbox"/> Pathways Shelter | <input type="checkbox"/> Youth Services Toddler Time |
| <input type="checkbox"/> Crisis Line | <input type="checkbox"/> Youth Services Academic Support |
| <input type="checkbox"/> Pathways Walk-Ins | <input type="checkbox"/> GUTS! Youth Program |
| <input type="checkbox"/> Pathways Response | <input type="checkbox"/> Front Desk Position |
| <input type="checkbox"/> Sexual Assault Advocacy | <input type="checkbox"/> Outreach/Education |
| <input type="checkbox"/> Pathways Children's Advocate | <input type="checkbox"/> Cleaning/Sanitizing Services |
| <input type="checkbox"/> Family Housing Center Shelter | <input type="checkbox"/> Planet Kids |
| <input type="checkbox"/> Family Housing Center Front Desk | <input type="checkbox"/> Secret Seconds Store |
| | <input type="checkbox"/> Pet Advocacy |

Education

Please describe your education. Include highest education received and any relevant courses/classes.

Volunteer / Work Experience

Please list related work and/or volunteer experience. Include name, description of work, and dates of work/service. Attach an extra sheet (or resume with all relevant information) if necessary.

Type of work:	Dates of work:
Description of work:	
Type of work:	Dates of work:
Description of work:	
Type of work:	Dates of work:
Description of work:	
Type of work:	Dates of work:
Description of work:	
Type of work:	Dates of work:
Description of work:	

References

Please list three references. If you do not have three, please state why.

Name	Address	Phone	Professional, Academic, Personal

“YWCA Missoula’s mission is to eliminate racism, empower women and promote peace, justice and dignity for all. We strive to recruit racially diverse staff and volunteers. For this reason, we track the ethnicity of all applicants.”

Which of the following best represents your racial or ethnic heritage? Choose all that apply.

- Non-Hispanic White or Euro-American
- Black, Afro-Caribbean, or African American
- Latino or Hispanic American
- East Asian or Asian American
- South Asian or Indian American
- Middle Eastern or Arab American
- Native American or Alaskan Native
- Native Hawaiian or Pacific Islander
- Multiple Races
- Other
- Do Not Wish To Disclose

PLEASE ANSWER THE FOLLOWING QUESTIONS.

If you wish, you may attach a separate sheet with questions clearly labeled.

1. Why do you want to volunteer with the YWCA Program? Describe your personal goals and the expectations you have about volunteering. What are some helpful skill you believe you could bring to the YWCA (i.e. familiar with office equipment, legal knowledge, care taker, etc.)

2. Tell us about your experience working with people in crisis situations. What skills do you have to offer people in crisis? What experience do you have in being a support to adults and/or children facing adversity (poverty, trauma, homelessness, violence, racism, ableism)?

3. When working in a social services environment it is important to establish and maintain boundaries. What is your experience/knowledge in setting personal/professional boundaries in a work setting? Why do you think it’s crucial to maintain boundaries for the participants we serve?

4. Public policy priorities for the YWCA include policies that confront bias at all levels in society including, but not limited to, reproductive choice for women, acknowledgement and respect for **all** sexual orientations and gender identities, and elimination of racism. How would these policies mesh or conflict with your personal values?

5. To further support the YWCA’s mission of eliminating racism, what work, if any, have you done around understanding and combatting racism? How has race impacted your life?

6. What experience, personally or professionally, do you have with transgender, non-binary and gender queer/fluid people?

7. Have you used any YWCA services? If yes, please state the service and when you utilized it.

Volunteer Agreement

I understand the importance of being a dependable and consistent source of support and assistance as outlined in the volunteer role description. I will provide sufficient notice and inform the Volunteer Coordinator or a Program Manager if I am unable to attend my volunteer shift. I agree to attend required meetings and trainings. I agree not to bring any alcohol or illegal drugs on YWCA property. It is my responsibility to follow the YWCA's policies and procedures. Upholding the safety and well-being of programs' participants are my priority. In return, the YWCA agrees to provide sufficient training, support, encouragement, and recognition to all of the agency's volunteers.

Signature

Date

Confidentiality Agreement

Confidentiality at the YWCA is of the utmost importance. Please read below, ask questions if you do not understand the YWCA's confidentiality policy given to you by staff, and sign if you feel you can abide by this policy.

I, the undersigned, agree not to divulge to anyone the location of the YWCA Pathways Shelter. I also agree not to divulge any information about any Meadowlark participants. I understand the importance of keeping this information confidential for the protection of the staff, advocates, and residents.

Signature

Date

Mandatory Reporting

YWCA Pathways and Youth Services Volunteers are mandatory reporters for incidents of child and elder abuse/neglect. Therefore, whenever an advocate becomes aware of an incident of abuse or neglect, they must report the incident to the appropriate Program Director or Volunteer Coordinator, who will complete proper paperwork and alert the Director of Programs. The YWCA staff will make necessary reports to Department of Children and Family Services (DCFS) or Adult Protective Services (APS).

I, the undersigned, agree to report any incidents of child and elder abuse/neglect if I witnessed or suspected any.

Signature

Date

Criminal Background Check Policy

It is the policy of the Meadowlark to conduct a criminal background check on all prospective employees and volunteers, ages 18 and older. The background check includes a SSN search to verify identity and address history, a national crime database search, a sex offender search, and a state-level criminal court search.

Applicants or current paid/unpaid employees are not eligible for employment if they have been convicted of the following:

- Any conviction involving the sale, manufacture, or distribution of a controlled substance
- Any conviction involving bodily harm to another individual or the use of a weapon in the commission of a crime
- Any conviction of illegal sexual activity or indecency
- Any conviction of abuse or neglect of a child

NOTE: Any volunteer or staff member with a first-time DUI conviction within the last five years will not be allowed to operate any vehicles that Pathways uses for activities. All other convictions are to be reviewed and discussed by the Pathways staff and may result in a decision to hire or not hire the individual involved. If you are aware of any convictions that will be on your report, please feel free to offer a disclosure or explain your record below.

I authorize the YWCA Pathways staff to conduct a criminal background check of my record.

Signed _____

This day _____

Information needed to complete background check:

Full Name: _____

List other names (alias, maiden, prior name, etc.): _____

Date of Birth: _____

Sex: _____

Social Security Number: _____

Optional: Use this space to explain any portion of your record. If no explanation is necessary, or you prefer not to, simply leave blank:

Specified Questions

Please fill out the questions that correspond to the program you expressed interest in
Only relevant for Pathways, Youth Services, GUTS! and Family Housing Center

Pathways Program

1. What problems do you think victims of domestic violence face? In your opinion, why do individuals often stay in abusive relationships?
2. Often, people are drawn to this type of work because they or someone they are close to have personal experiences with sexual violence or other forms of abuse. Please talk about your personal interest and investment in this work.
3. What does empowerment mean to you? How do you encourage others to make their own decisions even when you disagree with those decisions?

Youth Services

1. What problems do you think youth generally face today?

2. Do you have experience working youth? If so, could you tell us about that experience?

3. Why do you want to volunteer with the YWCA Youth Services Program? What can you offer the program and its participants?

GUTS! (Youth Services)

1. What problems do you think young women and gender-diverse people face today?

2. Do you have any experience working with youth or girls ages 9 to 18? If so, could you tell us about that experience?

3. Why do you want to volunteer with GUTS! What can you offer the program and its participants?

Family Housing Center

1. Have you or anyone in your family experienced homelessness?
2. How familiar are you with community resources? Have you ever worked with any of the housing agencies or property management companies?
3. Why do you want to work with the Family Housing Center? What skills do you have to offer the program and its participants?