



Welcome,

Thank you for volunteering! You are amazing!

Volunteers like you are an integral part of the Music in the Mountains (MIM) family. Your contribution provides transformative music through inspiring concert experiences and accessible education programs for everyone.

We know that your time is a precious gift, so we want to honor your gift to MIM with a professional, productive, and enjoyable experience for all.

This agreement tells you what you can expect from us, as well as what we hope your experience will be.

We are excited to have you as a part of our MIM family!

Sincerely,
Judith Ciphers, MIM President of the Board of Directors

The volunteer coordinator for MIM is Kevin Ross and you can email him at kevin@musicinthemountains.org

Please read the following information in its entirety:

In your volunteer experience with MIM, you can expect us to:

- Provide applicable training as needed for your volunteer position.
- Answer questions when you don't know the answer.
- Introduce you to the organization, how it works, and your role in it as a volunteer.
- Provide regular opportunities to meet with team leads, supervisors, or staff members so that you may give and get feedback.

- Respect your skills and motivations, and do our best to meet them.
- Consult with you and keep you informed of possible changes to your work schedule or opportunities.
- Include you within our insurance policy.
- Provide a safe workplace that respects all people.
- Apply our equal opportunities policy.
- Apply our problem-solving procedure when you have a complaint or concern.
- To hear kind and constructive feedback when we believe that there has been an issue that needs resolve.

In your volunteer experience with us, MIM expects you to:

- Carry out tasks you have agreed to as part of your role description.
- Be on time.
- Work reliably to the best of your ability.
- Communicate as soon as you are able whenever you cannot fulfill volunteer tasks when/or as expected.
- Treat staff, volunteers, donors, and patrons with respect and good-faith.
- Follow our rules and procedures, including those of health and safety, equal opportunities, and confidentiality.
- Follow the directions of staff and/or your team lead.
- Meet challenges and challenging personalities with an open-mind and a kind-heart.
- Conduct each task with professionalism.
- Protect the organization's reputation.
- Uphold Music in the Mountains' mission and vision for the organization.

Music in the Mountains is a multi-faceted classical music and education organization with several departments, staff members, and volunteer opportunities. While volunteering, some of the staff, musicians, supervisors, and/or team leads may not be able to answer a question specific to your role(s) as a volunteer. Please find the right person to answer any question you may have with regard to your role.

COVID 19 Safety Guidelines:

- Please follow all mask and social distance guidelines that are implemented by Music in the Mountains and or the building or property we are using. You can find our most current guidelines on our website at, musicinthemountains.org
- Always bring your own PPE including gloves and masks if required. We will only have extra in the event of yours breaking.

And here's the legal stuff:

- All volunteer positions at Music in the Mountains are unpaid and at-will.
- All volunteers will be required to understand, and adhere to a volunteer code-of-conduct attestation.
- For some volunteer positions, additional training may be necessary. Any and all additional volunteer training(s) is at the discretion of the organization and does not obligate the organization in a contract with the volunteer.
- This agreement is intended to set out mutual expectations and is not a legally binding contract of employment.

I have read and understood the agreement.

Volunteer Signature _____

Welcome to Music in the Mountains and thank you for joining us to bring Classical Music to our community.