

KUSEWERA POLICIES and GUIDELINES

Education, Empowerment and Encouragement

Kusewera's mission is to empower and educate through active and creative play. We encourage others to be the best version of themselves. We encourage sustainability, helping the people in the villages be self-reliant, providing the ability for families and individuals to be productive participants in their communities. Our approach is to "learn from and participate with" the communities, and to encourage education and solutions. We are people helping people help themselves.

We are not working in Malawi to give handouts. We will not simply give money to those who ask, as that only perpetuates the poverty problem. Any volunteer who gives money directly to a Kusewera staff member, or child /adult in the villages we serve or to anyone else in Malawi asking for money will be terminated as a Kusewera Volunteer. Any and all financial transactions will be handled through Kusewera only. The allocations of funds for activities and projects will be distributed to appropriate affiliates or staff via Kusewera at our discretion relating to specific needs. Volunteers should not make promises of gifts or experiences that are not discussed and approved by Kusewera beforehand.

Kusewera distributes material gifts with specific purpose and intention. Material gifts are not handed out randomly. Many useful items are donated and distributed in an orderly and planned manner under the supervision of Kusewera and its assigned staff. These include but are not limited to educational supplies, necessary clothing items, feminine hygiene items, general hygiene and health items as well as items used in the programs such as sports equipment, art /creative supplies, musical instruments, etc.

Kusewera welcomes volunteers to help implement the Kusewera programs, and make a difference in the lives of the children we are committed to support. Anyone joining a Kusewera trip or volunteering with Kusewera in and around Kusewera Village should not go to "get an experience" but rather, go to *serve*.

Kusewera welcomes volunteers from all walks of life. We do not tolerate hate, prejudice or words and acts of discrimination or language that supports anything of the like. Any volunteer who engages in such activity will be immediately dismissed as a Kusewera volunteer.

Kusewera volunteers should not undermine the mission and policies of Kusewera and its leaders. Any and all dealings with Kusewera staff, children and people we serve, including sponsorship and program donations will be handled through Kusewera.

If policies are not followed, Kusewera reserves the right to end the volunteer's involvement with Kusewera. If a volunteer's trip is already in progress, and the volunteer is dismissed, Kusewera is not responsible for additional costs incurred by or related to said changes.

Kusewera reserves the right to deny participation to potential volunteers that do not meet the requirements, through the application process, reference checks and background check.

*Additional trip specific policies will be given to volunteers prior to each trip.