

**SIERRA CLUB  
CINCINNATI INNER CITY OUTINGS (ICO)  
VOLUNTEER ANNUAL COMMITMENT**

**Thank you for agreeing to be a volunteer with Cincinnati ICO!** The program would not be possible without people like you. As with any volunteer position, it is understood that your willingness to participate is on an “at will” basis. This means that you have the right to terminate your relationship with Cincinnati ICO, with or without cause, at any time. It also means that the steering committee of the Cincinnati ICO enjoys the same “at will” rights and may exercise them at its discretion. In an effort minimize misunderstandings between volunteers and the steering committee, the following annual expectations have been developed.

As a Cincinnati ICO volunteer, I agree to the following conditions for the upcoming year.

- ◆ I agree to put the needs/desires of the children that ICO serves above my own personal needs/desires during ICO outings.
- ◆ I agree to demonstrate respect for the children that ICO serves during ICO outings.
- ◆ I agree to follow ICO guidelines on safety and discipline during ICO outings.
- ◆ I agree to participate in at least 4 outings or to contribute at least 20 hours of my time.
- ◆ I agree to attend the annual volunteer training

Please check the appropriate box.

- I will be able to meet the above expectations during the following year and would like to be a Cincinnati ICO volunteer.
- I will not be able to meet the above expectations during the following year, but would still like to participate with Cincinnati ICO. I will be able to participate in the following way:

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Printed Name

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Signature

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Date